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# SERVICE COMMISSION

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1967



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**SECTIONS I—VII**

ANNUAL REPORT

1967

## CENTRAL PUBLIC SERVICE COMMISSION

**Mr. President,**

In pursuance of Article 189 of the Constitution, we have the honour to submit the following report, together with a memorandum, for the year ended 31st December, 1967.

### SECTION I

### GENERAL

**The Commission :**

2. During the year under review, the Commission was composed of the following :

**Chairman**

1. Mr. Nazir Ahmad, S.Pk., S.Q.A., C.S.P.

**Other Members**

2. Mr. A. M. Sial.
3. Mr. A. M. Sadullah, P.S.P.
4. Mr. M. Fazlur Rahman, E.P.S.E.S.
5. Mr. Nusrat Hasan, C.S.P. (From 18th March, 1967).

3. On completion of his term as Member, Central Public Service Commission, Mr. A. M. Sial was reappointed for a second term of 3 years with effect from 1st April, 1967.

**Staff of the Commission**

4. Mr. M. Masuood, C.S.P. continued as Secretary during the year under review. On his appointment as Member, East Pakistan Public Service Commission, Mr. K. A. F. M. Abul Quasem, E.P.S.E.S., relinquished the charge of the post of Educational Consultant in this office on 25th August, 1967.

5. Mr. Agha Iftikhar Hussain, a Deputy Director of the Commission, proceeded on deputation to France for higher studies on a scholarship offered by the French Government.

6. Mr. G. R. Jan, formerly working as an Assistant Director, was promoted as Deputy Director with effect from 7th October, 1967 (forenoon) in the vacancy caused by Mr. Hussain's deputation abroad.

7. Out of the posts held in abeyance, as mentioned in paragraph 6 of the last year's report, the Government have been approached for the revival of one post of Research Officer and two posts of Statistical Assistants, and the matter is still under correspondence.

8. There has been considerable increase in the Commission's work necessitating the creation of additional posts in the office. However, as a measure of economy the Commission is still relying on its existing strength of staff without impairing their efficiency, but it is difficult to predict whether such efficiency can continue to be maintained without reaching a breaking point under continuous stress and strain.

9. The details of the present staff strength are shown in Appendix 'A' to the report.

**External Visitor**

10. The Commission was glad to receive an officer of the Pakistan Western Railway for training in the administration, scoring and application of intelligence tests. At the request of the Pakistan Western Railway a preliminary draft of a test of intelligence for selecting drivers was prepared. The Commission has further agreed to assist the Railway in the subsequent development and refinement of the test.

**Accommodation**

11. Following negotiations with the owner, the rent of the Commission's Lahore premises has now been reduced from Rs. 3,000.00 to Rs. 2,500.00 per month. The difficulties of accommodation faced by the Commission's technical officers and staff, remain unabated. Even though a request has been made to the Government for additional office space, nothing has materialized so far.

**Receipt and Expenditure**

12. The following were the receipts and expenditure during the year under review :

| | Rs. |
|---|---|
| Receipts .. .. .. .. .. .. | 1,35,100 |
| *Expenditure* : | |
| Pay of Officers .. .. .. .. .. | 4,83,645 |
| Pay of Establishment .. .. .. .. | 4,07,816 |
| Allowances and Honoraria .. .. .. .. | 2,05,120 |
| Other Charges .. .. .. .. .. | 2,40,356 |
| Total : .. | 13,36,937 |

## SECTION II

## RECRUITMENT BY EXAMINATIONS

### (a) Central Superior Services Examinations

**Examination Rules and Syllabi**

13. Certain changes in the examination rules and syllabi announced in July. 1966 were introduced in 1967. They are as under :

1. The minimum educational qualification for entry is now a Second Class Bachelor's. Masters's, or Law degree.

2. The number of chances allowed to candidates has now been reduced from four to two with retrospective effect. As a special measure, relaxation to this rule is made in case of candidates from backward areas or communities who may avail of one additional chance.

14. A number of representations by the prospective candidates against these restrictions were received during the year ; but since the decision had been taken after careful review at the highest level, further consideration was found impracticable. Such restrictions were imposed with a view to bringing the number of Central Superior Services applicants within manageable bounds and discouraging those who stand very little chance of competing with success.

**1966 Examination**

15. The results were communicated to the Government on 11th July, 1967. 334 candidates qualified for appointment to 146 posts (124 Class I posts and 22 Class II posts). The vacancies in Class I also included 7 vacancies carried over from previous year, *viz.*, 1 vacancy in P.S.P., one in P.T.S. and 5 vacancies in the C.S.S. The vacancies in Class II posts included 17 vacancies carried over from previous year, *viz.*, 3 vacancies in the P.P.S.S., 12 vacancies of A.I.T.O. and two vacancies in E.O.I. & E.

16. Candidates were recommended for the vacancies (including vacancies carried over from last year) reported by the Government, except one vacancy of Karachi quota in Class II which was not filled on account of non-availability of any candidate.

17. Full particulars about the appointments offered by the Government to the Commission's nominees were not available till the end of the year under report.

**1967 Examination**

18. The written examination was held from 30th October to 2nd December, 1967. The number of candidates taking the written examination was 1,125.

**Examination Trends, etc.**

19. As in the past, a number of surveys from diverse angles relating to the C.S.S. candidates was also made this year. The major points of interest emerging from some of these surveys are discussed below.

20. *Choice af Optional Subjects.*—Apart from the compulsory subjects (Eassy, English, and General Knowledge), some 31 subjects are normally available for selection by the C.S.S. candidates for a total of 600 points allotted to this optional group. Most of the subjects enlisted in this group are taught in one or the other of the home Universities, although the teaching of a few including Public Administaiton, Psychology, and some of the Foreign Languages as independent disciplines at the University level has not yet reached a satisfactory stage of development. In the choice of optional subjects, the general inclination of the candidates toward History and the Classics has remained unchanged. Some of the powerful social sciences like Economics, Public Administration, or Political Science, very useful for an empirical appreciation of the changing social phenomena receive not too adequate an attention. This is perhaps because History and the Classics offer greater opportunities for higher marks than any other subjects, however, with the exception of those in the Law group. History of Pakistan and India seems to be a favourite subject with

the East Pakistani candidates in particular and unlike their West Pakistani counterparts, very few of them show any inclination to offer British History or History of the U.S.A. In languages and literature, the Pakistani Languages (Bengali) attract the East Pakistani candidates in larger numbers and in contrast to those from West Pakistan, very few of them show any preference for English literature. The interest in the General or the Natural Sciences is scant and this is perhaps because such su jects even for "a working preparation" for the competitive examination call for previous academic grounding which very few of the CSS candidates appear to have. Most of them are Arts graduates and those few trained in Commerce or Science perfer again to select one or more Arts subjects (including History) besides the fields of their earlier specialization.

21. The following tables in respect of 627 candidates finally qualifying in the 1965 and 1966 examinations sum up the position.

**I. Choice of Optional Subjects**

| Domicile | Actual No. of candidates Finally Qualifying | Average number of candidates in each group of subjects | | | | | |
|---|---|---|---|---|---|---|---|
| | | History Subjects | Languages & Literature | Law Subjects | Social Sciences | Natural Sciences | General Sciences |
| E. Pak. | 232 | 68 | 55 | 40 | 42 | 4 | 3 |
| W. Pak. | 395 | 106 | 64 | 76 | 66 | 8 | 5 |
| Total | 627 | 174 | 119 | 116 | 108 | 12 | 8 |

**II. Choice of Optional Subjects**

| Domicile | Actual No. of candidates Qualifying Finally | Actual number & percentages of candidates in History and the Classics | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | History of Pakistan and India | History of U.S.A. | European History | British History | Islamic History & Culture | Pak. Languages | Foreign Languages | English Literature |
| E. Pak. | 232 | 200 | 55 | 65 | 4 | 20 | 162 | — | 5 |
| | 100.0 | 86.2 | 23.7 | 28.0 | 1.7 | 8.6 | 69.8 | | 2.1 |
| W. Pak. | 395 | 116 | 148 | 94 | 146 | 26 | 117 | 6 | 71 |
| | 100.0 | 29.4 | 37.5 | 23.0 | 37.0 | 6.6 | 29.6 | 1.5 | 18.0 |
| Total | 627 | 316 | 203 | 159 | 150 | 46 | 279 | 6 | 76 |
| | 100.0 | 50·6 | 32.5 | 25.4 | 24.0 | 7.4 | 44.6 | 1.0 | 12.1 |

| Domicile | Actual No. of candidates Qualifying Finally | Actual number and percentages of candidates in some of the Law Subjects and leading Social Sciences. | | | | | |
|---|---|---|---|---|---|---|---|
| | | Constitutional Law | Law | International Law | Political Science | Economics | Public Administration |
| E. Pak. | 232<br>100.0 | 114<br>49.1 | — | 6<br>2.6 | 21<br>9.0 | 56<br>24.1 | 7<br>3.0 |
| W. Pak. | 395 | 169 | 45 | 27 | 123 | 64 | 34 |
| | 100.0 | 42.8 | 11.4 | 6.8 | 31.1 | 16.2 | 8.6 |
| Total | 627 | 283 | 45 | 33 | 144 | 120 | 41 |
| | 100.0 | 45.3 | 7.2 | 5.3 | 23.0 | 19.2 | 6.6 |

### III. Marks secured in major optional subjects

| Major Optional Subjects | | No. of candidates. | Percentage Distirubtion of the candidates in different Marks Groups. | | | | |
|---|---|---|---|---|---|---|---|
| | | | Below 50% | 50-60% | 61-70% | 71-84% | 85% or above |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| SOCIAL SCIENCES | | | | | | | |
| | Economics .. .. | 120 | 37.5 | 54.2 | 8.3 | — | — |
| | Political Science .. .. | 144 | 7.7 | 46.7 | 41.0 | 4.6 | — |
| | Public Administration .. | 41 | 31.7 | 34.1 | 22.0 | 12.2 | — |
| HISTORY | | | | | | | |
| | Pakistan & India .. .. | 316 | 6.7 | 33.5 | 48.0 | 11.7 | — |
| | U.S.A. .. .. | 203 | 16.8 | 36.0 | 24.6 | 20.7 | 1.9 |
| | European .. .. | 159 | 30.8 | 42.2 | 23.9 | 1.2 | 1.9 |
| | British .. .. | 150 | 18.7 | 36.0 | 40.0 | 5.3 | — |
| | Islamic History and Culture | 46 | 2.2 | 30.3 | 56.6 | 11.0 | — |
| CLASSICS | | | | | | | |
| | Pakistani Languages .. | 279 | 10.5 | 30.1 | 31.5 | 25.4 | 2.5 |
| | Foreign Languages .. | 6 | — | 16.7 | 23.3 | 50.0 | — |
| | English Literature .. | 76 | 22.4 | 35.5 | 35.5 | 5.3 | 1.3 |
| LAW SUBJECTS | | | | | | | |
| | Law .. .. | 45 | 28.9 | 48.8 | 13.3 | 4.5 | 4.5 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | Mercantile Law .. .. | 105 | 43.8 | 29.5 | 20.0 | 6.7 | — |
| | Constitutional Law .. | 283 | 23.4 | 37.6 | 24.5 | 14.5 | — |
| | International Law .. | 33 | 6.0 | 15.0 | 51.5 | 27.5 | — |
| GENERAL SCIENCE | | | | | | | |
| | Pure Mathematics .. | 6 | 33.3 | 33.3 | 33.3 | — | — |
| | Applied Mathematics .. | — | — | — | — | — | — |
| | Statistics .. .. | 21 | 33.3 | 52.4 | 14.3 | — | — |
| | Accountancy & Auditing .. | 7 | 28.6 | 42.9 | 28.6 | — | — |
| SCIENCE | | | | | | | |
| | Physics .. .. | 7 | 38.9 | 33.3 | 27.8 | — | — |
| | Chemistry .. .. | 17 | 5.9 | 47.0 | 41.2 | 5.9 | — |
| | Botany .. .. | 4 | — | 50.0 | 25.0 | 25.0 | — |
| | Geology .. .. | 18 | 16.7 | 50.0 | 33.3 | — | — |
| | Zoology .. .. | 3 | — | — | 66.7 | 33.3 | — |

22. *Examination Performances in relation to the candidates' socio-economic background.*—Candidates with a higher academic background of their fathers generally do better compared with the rest. Similar is the trend visible in their examination performances in relation to their fathers' financial or professional standing. However, one striking feature of the 1966 Examination is that the candidates from families in the higher income groups or with parents engaged in professional activities of a high intellectual level have not only maintained their usual lead but also registered a sharp increase in their rates of success. Though difficult to pin-point, the reasons for a better performance put up by such candidates may perhaps be largely the domestic environment promoting a broadening of intellect and interests.

23. *Domicile-wise Performances.*—There seems to be little inter-regional variation in the candidates' general examination performances, although the East Pakistani candidates have been doing increasingly better both in the written and the final in proportion to their numerical strength. However, most of the candidates, both from East and West, show very little promise in their personal qualities of dynamic leadership and others, as evident from their performances in the viva-voce (including the psychological tests) which also constitutes an important element in the competitive process. In the 1965 Examination, for example, 66.36 per cent of the East Pakistani boys were found 'Not Satisfactory' in their personality test performances as against 63.39 per cent from West Pakistan, although their performances in the subsequent year showed considerable improvement and the percentages of such candidates from both the provinces came down to 54.91 and 49.06 respectively. A few of the East Pakistani candidates in the 1966 Examination were found much above the average in their personal qualities. Some of them reached as high as "Very Good" or "Excellent" grades in the viva-voce. This indeed is a very encouraging trend and in accord with the Commission's objective to see that the quality of the intake improves and inter-regional differences in performance disappear. Much more remains still to be accomplished and the Commission is further anxious to see the East Pakistani candidates come high up in order of merit so that they can also take an equal advantage of the "merit vacancies" together with the candidates from other regions.

As in the past, the proportion of the East Pakistani selectees for the "merit vacancies" has remained unfortunately utterly negligible. In 1965 and 1966 their proportion among the "merit selectees" was merely 11.4 and 14.0 per cent respectively, although in one or two services (Civil and Foreign) more and more candidates from this province are now available for such vacancies largely because of their individual outstanding performances. With improvement in the quality of education and fewer distractions and interruptions in their University careers, the performance of candidates from East Pakistan is bound to improve further.

24. Details of various aspects of the C.S.S. Examination appear in Appendix 'J' (Tables 1—9).

### (b) Central Information Service

**1967 Examination : First of its kind**

25. The recruitment rules for the newly constituted Central Information Service finalised in March, 1967, required 2/3rd of the vacancies in grade III (*i.e.*, Class I Junior Scale) to be filled in through the Central Public Service Commission by an open competitive examination. An announcement for this examination was made on 24th August, 1967, inviting applications by 30th September, while the deadline for those living abroad was fixed at 7th October, 1967.

26. Because of certain special requirements involved in this service the minimum educational qualifications for entry had to be enhanced making a double degree essential. The additional degree was to be acquired in Journalism with the alternative of a diploma or experience in a related field. Similar to the provision for a CSS candidate, a Third Division degree holder was ineligible for entry unless he had a higher division secured in a Master's or a Law degree examination or in Journalism. For similar reasons of special requirements, the compulsory group of subjects for the CIS Examination had to be made slightly different. Besides others, this group of subjects included also papers in the National Languages (Urdu/Bengali) and in Public Relations and Publicity Techniques, although the maximum marks for this group remained similar to that allotted for the CSS Examination, *viz.*, 500. In the optional group, the number of subjects was reduced to 27 from a maximum of 31 normally available to the CSS candidates. As the syllabi of the optional subjects (with the minor exception of Sanskrit) was identical for both the CIS and CSS Examinations, it was decided to save time and expenditure, to hold examination in such subjects concurrently, followed by a separate examination in the compulsory subjects designed specifically for the CIS candidates.

27. The number of applications received was 123 including one from a Pakistani national living abroad. A sizeable proportion of the applicants failed to meet one or other requirements of the examination rules and the examination had to be thus restricted to a total number of 50 candidates only. The examination, first of its kind, was held from 2nd November to 6th December, 1967. The results are awaited.

### (c) Survey of Pakistan (Class I and II) Services Examination, 1966

28. The results of the written examination held in the previous year were available in March, 1967. Twentyfour candidates came out successful, but their Viva Voce (including an Intelligence Test) could not be held until September as the Commission was then heavily pre-occupied in interviewing the CSS candidates of the previous year. Only one candidate out of a total of 24 qualifying in the written portion remained absent in the interview. The distribution against merit and regional quotas was as below :—

| Name of Province/Area of Domicile | No. of Vacancies Available | No. of Candidates Recommended |
|---|---|---|
| Sind/N.W.F.P., etc. .. .. .. | 1 CLASS I | 1 |
| | CLASS II | |
| Merit .. .. .. .. | 1 | 1 |
| East Pakistan .. .. .. .. | 5 | 5 |
| Punjab & Bahawalpur .. .. .. | 2 | 2 |
| Sind/N.W.F.P., etc. .. .. .. | 2 | 2 |

29. Examination details of the Central Information Service and the Survey of Pakistan Services are given in Appendix 'J' (Table I).

### (d) **Ministerial Services Examinations**

Assistants/U.D.Cs./Stenographers/Stenotypists

30. During the year under review, the Commission conducted a number of examinations for recruitment to various cadres of the Ministerial Service. One such was the Pre-entry Combined Examination for the Assistants/Upper Division Clerks held in July, 1967 with an actual candidature of 881. The results are awaited. Besides, the Commission is likely to hold a Post-entry Examination for the serving Assistants and Upper Division Clerks. This is for the purpose of confirmation of those who could not qualify in any of the Examinations held until 1955 but had been appointed temporarily in the Central Secretariat and its attached departments on or before 31st December, 1964. The draft examination rules have been duly forwarded to the Government for approval.

31. Contrary to previous practice, a combined competitive examination was held this year for recruitment of Stenographers and Stenotypists. As the fields of examination for these two categories of Ministerial Staff are identical, it was found more convenient to introduce this combined competition but with a slight variation in their respective standards of performance. The results of this examination are also awaited.

32. Reference paragraph 25 of the previous year's report. The Supplementary Examination results of the Lower Division Clerks in some of our diplomatic Missions abroad were announced during the year under review. The performance was highly satisfactory.

33. While the details are given in Appendix 'J' (Table 10) the figures at a glance are as below :

| | Admitted | Appeared | Successful |
|---|---|---|---|
| M.S. (Assistants/U.D.Cs.) Pre-entry Examination. | 1,185 | 881 | Not known as yet. |
| M.S. (Stenographers/Stenotypists) Examination. | 1,524 | 1,308 | -do- |
| M.S. (L.D.Cs.) Supplementary Examination (1965). | 41 | 35 | 28 |

## CENTRAL SECRETARIAT SERVICE (CLASS I) PROMOTIONAL EXAMINATION, 1967.

34. As reported last year (Paragraphs 29 to 31) it was decided by the Establishment Division, in consultation with the Commission, to hold the Section Officer's Promotional Examination from 11th to 14th December, 1967.

35. The examination was held according to Schedule at Islamabad, Rawalpindi, Karachi, Lahore, Dacca and at 31 Pakistan Missions abroad.

36. Of the 819 candidates admitted provisionally, 521 were at Islamabad/ Rawalpindi, 184 at Karachi, 5 at Lahore, 20 at Dacca and 89 at 31 Pakistan Missions abroad.

Candidates were examined in the following papers :—

1. Secretariat Instructions and Rules of Business.
2. Office Procedure, Noting and Drafting.
3. English Composition and Precis Writing.
4. General Knowledge.

## SECTION III

## PSYCHOLOGICAL TESTING

37. Psychological Tests were conducted at two competitive examinations of the Commission during the year under report. At the Central Superior Services Examination, a total number of 355 candidates were put through a comprehensive testing procedure for psychological assessment. Of these, 345 candidates were tested at Dacca, Lahore, Abbottabad and Karachi centres and 10 at London. The Psychological tests at the London centre were conducted by a former Chief Psychologist of the Civil Service Selection Board (U.K.). At the Survey of Pakistan Examination, 23 candidates were administered tests at Lahore, Dacca and Karachi centres.

**Central Superior Services Examination**

38. The Psychological examination of the C.S.S. candidates was conducted in groups of 24 candidates each. The examination of each group, lasting four days, included the administration of a battery of intelligence, aptitude and personality tests. As usual, a three-dimensional approach was followed to secure a thorough assessment of a candidate's personality by means of (a) written psychological tests, (b) oral group tests and (c) a clinically-oriented interview. Written tests were administered on the first two days; the third day of testing was devoted to group tests and the fourth day was assigned to the individual interviews. For each candidate, three independent psychological assessments were made : one by the Psychologist interpreting the written test results, the other by the Psychologists observing group tests, and the third by the interviewing Psychologist. At a conference of Psychologists, the three assessments were consolidated and a final picture of the candidate's personality including his intellectual, social and moral capabilities was arrived at. The findings of a candidate's Psychological examination were then submitted to the Commission, in the form of a report, highlighting the dominant features of his personality, his strengths and weaknesses.

**Survey of Pakistan Examination**

39. A simplified two-day assessment procedure was followed for the Psychological examination of candidates of the Survey of Pakistan Examination.

**Section Officers Promotional Examination**

40. In addition to preparing and conducting tests for the C.S.S. and Survey of Pakistan Examinations, the Psychological Branch prepared a test of intelligence for the Section Officers Promotional Examination. However, the test of intelligence was subsequently dropped on a reference from the Government.

**Development of New Tests**

41. A number of new tests were developed during the last year and introduced in the Selection procedure for the C.S.S. candidates. Some of these tests were wholly produced by the Commission's Psychological Section and some were adaptations of the imported material. However, it is a matter of great satisfaction that gradually we are becoming independent of the foreign borrowings in the field of Psychological testing. It is further observed that the new tests were found fairly reliable for assessing of human personality and abilities.

**Experimental Testing**

42. As a first step in the development of new tests for use at the subsequent C.S.S. examinations, preliminary drafts of three tests (one intelligence test and two personality tests) were prepared and administered to about 150 C.S.S. candidates who volunteered to take the tests along with their written examination on a purely optional basis. The data thus collected were processed with a view to refining these tests and producing their final version.

**Researches**

43. A number of research studies were conducted on the data collected from the Written, Viva-Voce and Psychological examinations of the C.S.S. candidates. The object was to ascertain the efficacy of the psychological testing programme and to determine the relative value of the various tests used for the assessment of intelligence and personality. Attempts were also made, through the test responses of candidates, to gain insight into the characteristic pattern and dynamics of their personality. The remarks in the paragraphs that follow are based on these research findings and on the impressions formed during the psychological interviews and observation of candidates' behaviour in oral group tests.

**General Personality Characteristics**

44. In the intellectual field, candidates generally showed a fairly high degree of receptivity and power of understanding. But otherwise they appeared deficient in general qualities of sound reasoning, concept formation, critical evaluation and capacity for independent and adventurous thinking. An impression was gathered that perhaps owing to the lack of stimulating environment and sound educational stimuli, they failed to apply their knowledge in a more imaginative and creative manner.

45. In the group activities candidates displayed social awareness and co-operative attitude but here again they were found lacking in the mechanics of co-operation and group cohesiveness. Most of the candidates appeared subdued lacking initiative and the urge to influence others.

### Intelligence and Leadership Qualities

46. The relationship of intelligence, as measured by objective tests, to other qualities assessed by different methods was investigated thoroughly. There was very little relationship between intelligence of a person and his morality and integrity. This finding did not support the belief entertained by some people that morality is the refuge of intellectually inferior persons and disregard of ethical values is the prerogative of the talented. Intelligence had some relationship with self-confidence, influencing ability and initiative. In majority of cases, these qualities appeared to have been partially engendered by high intellect. Candidates lacking in initiative, self-confidence and influencing ability, generally tended to have low intellectual endowment. Intelligence, however, did not show much relationship with over-all integration of personality and mental health, nor with practical ability that enables one to deal with people or life situations, requiring insight, imagination and wisdom. Finally, candidates with above average intelligence tended to show a healthier work attitude.

### Integrity and Sense of Responsibility

47. We were particularly interested in the assessment of candidates' moral character and integrity. A 'camouflaged' test of morality was administered to assess the degree to which a candidate was likely to be guided either by expediency or by moral principles in making certain decisions. On the whole, candidates performed well on this test. In other words, the sense of responsibility and integrity displayed by candidates was quite satisfactory. Scores on this test showed some relationship with power of judgement but little relationship with practical and influencing abilities. Proportionately more persons with high morality tended to be better in judgement than persons with low morality.

### Comparative Performance of Candidates from the Two Wings

48. A comparative study of the performance of candidates from the two wings showed that candidates from West Wing generally performed better on Intelligence Tests. The average score of the East Wing candidates on Intelligence Tests was 41 while that of candidates from the Punjab was 48. Of the top 44 scorers on these Intelligence Tests, 11 were from East Pakistan, 24 from the Punjab, 7 from N.W.F.P. and Sind and 2 from Karachi. On the other hand, of the 45 lowest scorers, 29 were from East Pakistan, 10 from the Punjab and 6 from N.W.-F.P. and Sind. A part of this difference in Intelligence Test scores of the candidates from the two wings may be explained by the fact that the West Wing candidates appeared to be more confident in taking tests and were also quick and brisk at responding to test situations. Again, in the overall psychological assessment based on psychological tests and interviews, as conducted by the Psychologists, the West Wing candidates performed better than the East Wing candidates. On the whole, the East Wing candidates were generally slow and inhibited in their reactions and had ineffective expression, whereas the West Wing candidates were more expressive and confident and practical-minded.

### Viva-Voce and Psychological Assessment

49. The psychological assessment of candidates was made by the psychologists prior to the Viva-Voce test by the Commission. The Commission made an independent assessment of a candidate's suitability and consulted the psychological report as an aid in their assessment and final award of a mark. In most cases there was a fairly high degree of agreement between the two assessments but there was marked divergence in fifty two cases. Of these, the marks awarded by the Commission were higher than those awarded by the Psychologists in 30 cases and lower in 22 cases.

**Relative Weightage of Written Examination and Viva-Voce**

50. Though the Written Examination marks constitute about 78% of the total marks of the C.S.S. examination and the Viva-Voce marks only about 22% the Viva-Voce plays relatively greater role in determining the final selection. Of the top 47 candidates in order of merit in the Written Examination who would, on the basis of the Written Examination, merit selection for C.S.P., P.F.S. or P.S.P., 11 were rated so low in the Viva-Voce that on the basis of their over-all order of merit in the Written Examination plus Viva-Voce they could not qualify for the top services (C.S.P., P.F.S. or P.S.P.) and 4 candidates obtained such poor marks in the Vica-Voce that they did not merit selection for any service. On the other hand, of the 47 top candidates in order of merit in the Viva-Voce, the order of merit of 15 candidates in the Written Examination plus Viva-Voce, was considerably lowered so that they would merit only some service other than the highest services named above and the order of merit of 3 candidates was lowered so much that they would not merit any service. Thus the Viva-Voce dislocated the order of merit of 15 of the 47 top scorers of the Written Examination, whereas the Written Examination that of the 18 of the top 47 candidates of the Viva-Voce. It will be seen that both the Written Examination and the Viva-Voce affect the candidates' merit positions very considerably.

## SECTION IV

## POST-RECRUITMENT EXAMINATIONS/TESTS

### (a) **Probationary Examinations (C.S.S.)**

**CSP Probationers (FPO) Examination of 1965 Batch—Re-examination of a Probationer of the 1963 batch**

51. As reported last year (Para 38), this examination was held in September/October, 1966 at Lahore Centre. The qualifying marks remained unchanged *i.e.* 45% in Law subject, 40% in those other subjects for which consultation of books in the examination hall was not permissible, and 45% in the aggregate. Out of 30 probationers of 1965 main batch, 15 were able to reach the required standard while 6 of them were allowed to pass by awarding grace marks. This brought the total number of successful probationers at 21. Besides, one probationer of earlier batch took this examination to clear the paper in Evidence Act only and he was successful. The Examination results were communicated to the Government on 29th May, 1967. Those who were not successful would be required to offer at a subsequent examination in those subject (s) only which they had been unable to clear earlier.

**CSP Probationers (FPO) Examination of 1966 batch and Re-examination of earlier batches**

52. The F.P.O. Examination of 30 C.S.P. probationers of 1966 main batch and Re-examination of 11 probationers of earlier batches (9 probationers of 1965 batch and 2 probationers of 1964 batch) was held from 21st September to 30th September, 1967, at Lahore and Dacca Centres. Out of 41 probationers, 30 belonging to 1966 main batch, 5 to 1965 and 2 to 1964 batches appeared at Lahore Centre while the remaining four probationers took their Re-examination at Dacca. Out of the 30 probationers of the main batch, 11 reached the required standard and 10 more were allowed to pass by awarding grace marks. Thus 21 probationers were successful in the examination. The remaining 9 probationers will be asked to appear again in the subjects in which they have failed. Out of the 11 probationers of earlier batches 9 qualified finally while 2 of 1965 batch failed again to clear the examination. The results were communicated to the Government before the close of the year.

### CSP/PFS Probationers (FPO) Re-examination (January, 1967)

53. A re-examination of 1962, 1963 and 1964 batches of C.S.P. and P.F.S. probationers (who had failed in certain subjects at their earlier Intermediate and F.P.O. Examination/Re-examination) was held in January, 1967. The number of probationers required to take this re-examination was 34, of whom 7 appeared at Karachi, 16 at Lahore and 11 at Dacca Centres. The qualifying marks were 45% in Law subjects for which consultation of books was permitted and 40% in other subjects for which such consultation was not permissible. Of these probationers the number of those qualified was 30, while the remaining 4 (2 C.S.P. and 2 P.F.S.) failed once again. Their results were communicated to the Government on 4th April 1967. Those who failed have been directed to reappear in subjects of their failure at an Examination to be held in due course.

### PFS Probationers (FPO) Examination of 1965 Batch

54. The results of this examination held in 1966 were available during the year under review. Out of 10 probationers, 9 qualified including 3 who were awarded grace marks. The only probationer who failed in Development Economics is to reappear at a subsequent examination in that subject alone.

### PFS Probationers (FPO) Examination of 1966 Batch and Re-examination of earlier Batches

55. The F.P.O. Examination of 20 P.F.S. probationers of 1966 main batch and Re-examination of 3 probationers of earlier batches was held from 21st to 30th September, 1967 at Lahore, Cairo and New Delhi Centres. Of these 23 probationers, 20 of 1966 main batch and 1 of 1965 batch (*i.e.* 21 probationers in all) took their Examination/Re-Examination at Lahore Centre, while one each P.F.S. probationers of 1964 batch took his Re-examination at Cairo and New Delhi Centres respectively. All but one probationer of 1966 batch were successful. The only unsuccessful probationer will be required to take the examination again in subjects of his failure. The results were communicated to the Government during the year under review.

### PSP Probationers (FPO) Examination of 1965 batch and Re-examination of earlier batches

56. The F.P.O. Examination of P.S.P. probationers of 1965 batch and Re-examination of earlier batches were held from 16th to 19th January, 1967. The probationers of the main 1965 batch took the Examination in all subjects prescribed for the F.P.O. Examination and 5 probationers of earlier batch were re-examined in the subject (s) in which they had failed earlier. Four probationers (3 of the main batch and 1 of 1964 batch) took their Examination at Dacca Centre and the remaining four (2 of 1963 batch and 1 each of 1961 and 1964 batches) took their Re-examination at Lahore and Karachi Centres. The qualifying marks were fixed at 50% in the individual subjects. All the 3 probationers of the main 1965 batch qualified at the first attempt. Two probationers of 1964 batch and one of 1961 batch also qualified at their Re-examination. However, the two probationers of 1963 batch again failed at their Re-examination. The results were communicated to the Government on 28th March, 1967.

### PSP Probationers (FPO) Examination of 1966 Main and Re-examination of earlier batches

57. The number of probationers of 1966 batch was 8. As one of them was granted leave to complete his studies abroad, he was not then available for training at the Police Academy, Sardah. This probationer is now receiving his training at

the Academy, together with others of 1967 batch and is expecting to take his F.P.O. Examination next year. The F.P.O. Examination of 7 P.S.P. probationers of 1966 main batch and Re-examination of 2 P.S.P. probationers was conducted from 6th to 9th November, 1967. Out of 7 probationers of 1966 main batch, only 6 appeared. One each of the two probationers of 1963 batch took the Re-examination at Karachi and Lahore Centres. The results of this Examination and Re-examination were not available till the close of the year under report.

**Finance Services Probationers (FPO) Examinations and Re-examinations :**

58. Reference paragraph 47 of last year's report. The results of this examination were communicated to the Government on 10th February, 1967. 83 probationers took the examination including 38 who were re-examined in the subjects they had failed earlier. Of the fresh candidates only 5 could reach the required standard, while another 3 were allowed to pass with grace marks. Of those taking the examination beyond one chance only 15 could finally reach the approved standard. Included among the unsuccessful was one probationer who could not get through even in his seventh chance.

**1967**

59. The examination was conducted in October, 1967, with 102 probationers appearing at Karachi, Lahore and Dacca Centres. The results were awaited till the close of the year under report.

60. The Commission has decided to hold the Finance Services Probationers (Final Passing Out) Examination every six months from the following year.

**Section Officers Probationers (Terminal Examination and Re-Examination :**

61. The Examination of the 1964 batch postponed in 1966 was held early this year. Fourteen probationers were present and all but one came out successful. The only probationer thus left out was subsequently re-examined in September, 1967 and he was successful this time.

62. The next Terminal Examination of some 15 probationers of the 1965 Batch is expected to be held in January, 1968.

63. Details of the probationary examinations appear in Appendix "J" (Tables 11—14).

(b) **Proficiency/Typewriting Tests (M.S.)**

**Proficiency Tests (Stenographers/Stenotypists/Typists)**

64. The number of tests conducted this year was 29. From the figures available so far, although the candidates at our Missions abroad maintained the lead in their test performances, this year shows, however, a sharp decline in the percentage of successful candidates compared with those in the previous year.

**Tests conducted and the results known so far.**

| Centre | Number of Tests | | Appeared | | Number of percentage of those successful | |
|---|---|---|---|---|---|---|
| | 1966 | 1967 | 1966 | 1967 | 1966 | 1967 |
| Home | 21 | 26 | 267 | 303 | 58 (21.8) | 56 (18.5) |
| Pakistan Missions abroad | 3 | 3 | 40 | 64 | 31 (77.5) | 37 (57.8) |
| | 24 | 29 | 307 | 367* | 89 (28.9) | 93 (25.3) |

*Excludes 75 candidates whose test results were not available till the end of the year under report.

**Typewriting Tests**

65. This year also the Commission conducted a number of tests for grant of increment or confirmation of the Assistants and Clerical staff in the Central Secretariat and its attached departments. Out of a total of 1306 employees taking these tests at various centres including our Diplomatic Missions abroad, the results of 1273 were available during the year under review, of whom 325 came out successful. Even though typewriting constitutes a major part of their regular assignments, this category of employees are nevertheless required to attain a certain amount of proficiency in this field so as to partially fill in the dearth of qualified stenographers/stenotypists, or typists now obtaining in the Central Government. This year's results compare so far favourably high although further improvement in this direction seems desirable.

66. Statements regarding these tests are shown in detail in Appendix "J" (Tables 15 and 16).

## SECTION V

## RECRUITMENT BY INTERVIEW

**General**

67. As in the past the pressure of recruitment by this method remained quite heavy. Added to a sizeable number of cases from last year, the number of fresh requisitions received this year was 330 involving some 639 situations. In all 6,492 applicants came up for preliminary consideration of whom 3,829 were pre-selected for interview by the Commission. The number of candidates actually interviewed this year was 2,562.

68. It may be noted here that the Ministries or Divisions of the Government frequently cancel or withdraw requisitions and this puts indeed not only the Comission but also hundreds of candidates to a most difficult situation leading to unnecessary labour and waste of expenditure. We hope that this tendency will be checked. The number of such cases is shown in Appendix B(i) while attention is invited to the following in particular.

69. In April, 1967, the Ministry of Information and Broadcasting made a proposal for adhoc appointment to the post of Officer on Special Duty (Film Advisory Council) in the newly created Advisory Council for film Industry which was to hold its first meeting in the following month. On the Commission's advice a requisition for advertising the post was no doubt furnished by the Ministry but with a request for the relaxation of academic qualifications in favour of their own employee candidates. This being a Class I position in the scale of Rs. 1,125-1,500, the Commission did not feel it justified even to relax the minimum requirement of a degree and that again in favour of the employees of a particular Ministry or Department ignoring the others. This perhaps made the Ministry change their mind not to fill in the post for the time being and the Commission was accordingly informed of their intention.

**Implementation of Recruitment Policy**

70. Reference paragraph 60 of the previous year's Report. After protracted correspondence with the Ministry and discussions with Director General, Health, it was decided by the Commission that all such posts (barring those for which nominations had been made earlier) should be advertised or re-advertised in a consolidated form indicating that regional quotas in their allocation were to be maintained. It was further to indicate that the candidates who had applied already in response

to previous advertisements would also be called for interview simultaneously with the fresh applicants. As regards the new qualifications suggested by the Health Division for posts already advertised, the Commission found it impracticable to effect any such changes at this stage for several reasons and its views were acceded to. Recommendations of candidates against these posts were communicated to the Ministry on 18th October, 1967.

71. In connection with the recruitment policy of the government, an important question came up for consideration by the Commission. One view held in the Commission was that the present recruitment policy reserving 20% of the vacancies to the merit quota was not in accord with the relevant provisions of the Constitution particularly, the '16th Principle of Policy' and Article 240. The other view was that "reservation of quotas is not a wholesome means of achieving parity and its enlargement or perpetuation is neither intended in the Constitution nor in the interest of public services". Since the above two views conflicted with each other in regard to the interpretation of the Constitution on a very important matter concerning recruitment to the services, the Commission requested that the matter be studied carefully by the Government and their considered views communicated to the Commission. The request was made in August, 1966 but the views of the Government were not communicated till the end of the year.

**Dearth of suitable candidates :**

72. In a good many instance, the Commission was unable to recommend any candidate or candidates upto the expected number. In most cases the Commission recommended readvertisement of the posts with relaxed or modified qualifications, or even by enhancing the pay scale.

73. With reference to paragraph 62 of the last year's Report Government have not accepted the Commission's recommendations for raising the status of the posts of Reporters in the Tariff Commission and the National Assembly Secretariat from Class II to Class I. The posts have once again been advertised in the old scale of pay and status.

**Delay in recruitment :**

74. The question regarding delay in recruitment through the Commission was brought to the fore some time back for discussion of a Committee appointed for the purpose. The meeting was also attended by Chairman, Central Public Service Commission and the following major proposals were made :

(i) To relieve the Commission of the burden of enormity of work and recruitment to lower posts might be taken out of the purview of the Commission.

(ii) To avoid delays in recruitment and elimination of ad-hoc appointments, it was suggested that standard Recruitment Rules be framed.

75. Both the proposals were examined in detail by the Commission and in brief the position was as follows :

(i) It would be contrary to the provisions of the Constitution to withdraw any post/service from the Commission's purview for the purpose of selection or recruitment.

(ii) It did not seem feasible to prescribe standard recruitment rules, one each for Technical Class I and Class II posts and Non-Technical Class I and Class II posts, because bulk of recruitment relates to technical posts and requirements of educational qualifications and experience differ from one post to another.

However, to locate the actual reasons for delays in making recruitment by interview, statistics were collected in respect of requisitions received by the Commission during 1966. These statistics reveal the following :

(a) Time taken by the Commission was generally 3 to 5 months (including one month allowed to candidates to apply) in normal cases, provided requisitions received from the Ministries were complete in all respects.

(b) Defective requisitions forwarded by the Ministries/Divisions which give rise to lengthy correspondence was the main reason for delay.

(c) Allocations/regional quotas where not shown and a reference was made, the reply was not normally available before 2-3 months and in some cases after several months.

(d) Substantial time was consumed in deciding the qualifications, experience and age etc.

(e) Delay in the supply of the Character Rolls without which no firm recommendation could be made.

In order to minimise the above hindrances, the Commission had already adopted the following measures :

(a) Constitution of Committees of Commission's members for expediting disposal of cases.

(b) Necessary instructions for avoiding defective requisitions, reallocations/regional quotas, desirability of expediting framing of recruitment rules for all services and posts and supply of character rolls were issued from time to time by the Commission and the Establishment Division.

76. Experience shows however that these measures do not always produce the desired effects. This led the Commission to urge on the Ministries and Divisions through the Establishment Division for early framing of recruitment rules for posts or services for which nothing of the kind exist as yet. The reasons for delay were brought to the notice of the Ministries and Divisions by the Establishment Division in its circular O.M. No. 1/22/65-D.V., dated 29th August, 1967 with a request for their effective cooperation with the Commission in all such matters. The reaction to this circular is being keenly watched in the Commission.

77. Details of various aspects of recruitment by this method are given in Appendices 'B' to 'G'.

## SECTION VI
## SERVICE MATTERS

**Advice Tendered**

78. It is one of the functions of the Commission to advise Government in cases relating to service matters *e.g.* appointments, promotions, Recruitment Rules

and Method of Recruitment, disciplinary cases, appeals, memorials and re[...] tions, seniority and retirement etc. etc.

79. During the year under review Commission's advice was tendere[d] cases including the pending ones of which 102 were accepted, 20 were referr[ed] for further consideration, and as regards the remaining 99 cases the Comm[ission] was not in the know of the Government's decision till the end of the year review.

80. The figures are at a glance as below :

**Commission's Advice**

| | No. of cases received | Advice tendered | Accepted with or without modifications | Referred back | Rejected | Govt. decision not known as yet | To [be] ten[dered] |
|---|---|---|---|---|---|---|---|
| Fresh .. | 235 | 183 | 102 | 20 | — | 99 | 52 |
| Brought forward .. | 39 | 38 | .. | .. | .. | | 1 |
| | 274 | 221 | 102 | 20 | — | 99 | 53 |

81. Appendix 'J' (Table 17) shows the details.

**[M]onthly Returns**

82. To curb the tendency of violation of statutory provisions for consultation [wit]h the Commission, the Ministries and Divisions (*vide* Establishment Division [O.]M. Nos. 11/3/58-SEII of 12th May, 1958 and 3/15/56-DIII of 3rd February, [196]4) are required to furnish to the Commission monthly returns of all appoint[men]ts, promotions, disciplinary cases and a few other matters falling within the [Com]mission's advisory purview. As shown in Appendices "H" and "I" no [signi]ficant result has been achieved in this direction. Irregularities continue [unab]ated. Unless such irregularities are put to an end and the Ministries or [Divis]ions come to realise their obligations, the purpose of the statutory provisions [for co]nsultation with the Commission is utterly defeated.

**[Develo]pment of Cases Mentioned in the Previous Year's Report**

Reference paragraph 73(i) and (ii) of the last year's Report. The Govern[ment's] final decision in respect of the Central Public Service Commission (Consulta[tion by the] President) Order and its Schedule, on which the Commission had earlier [...] 1966, was not known till the close of the year under review. [...]nts (Applications for Services and Posts) Rules [...] had then suggested certain

changes in Rules 2(b) and 4(i) embodied therein. The reply from the Government was received and was under consideration of the Commission till the close of the year under review.

### Special Committees formed for Expediting Old Cases of Drafting of Recruitment Rules and Determination of Seniorities

**Export Promotion Bureau**

84. Largely because of no proper recruitment rules, the Commission had often to face immense difficulties in making selections for various posts obtaining in the Export Promotion Bureau. At the Commission's instance, the Government appointed a Special Committee comprising one representative each of the Establishment Division, the Central Public Service Commission, and the Export Promotion Bureau for the purpose of framing the necessary rules. Following its meetings held at Karachi on 14th and 16th September, 1967, the draft recruitment rules for Class II posts were duly finalised and are now under consideration of the said Bureau.

**Department of Investment Promotion and Supplies**

85. On account of reorganisation of the Department of Investment Promotion and Supplies during the past several years, the question of framing the appropriate recruitment rules had been pending for a pretty long time. Considering the objections raised by the Commission in respect of several appointments made by the Department on its own accord as well as the difficulties which the Department was facing in making appointments it was decided to constitute a Special Committee consisting of one representative each from the Establishment Division, Industries Division, Department of Investment Promotion and Supplies and the Commission, for examining the Draft Recruitment Rules of the Department and their finalisation. The work on the framing of these rules was in progress till the close of the year under report.

86. On account of mergers, demergers and remergers of various Departments in the Department of Investment Promotion and Supplies, it was imperative to determine the inter-se seniorities of all such Class I Officers. It was decided by the Government, at the request of the Commission, to constitute a Special Committee consisting of one representative each from the Establishment Division, Industries Division, Department concerned and the Commission, to study tentative principles of seniority proposed by the Commission and to give its views as to their practical and fair applicability to individual cases. The report of the Committee was approved by the Establishment Division and the Department concerned and remained under consideration of the Commission till the end of the year under review.

## SECTION VII

## ACKNOWLEDGEMENTS

87. Despite all lacunae, our public services have by now reached a certain stage of maturity and efficiency making them capable enough to meet challenging situations emerging in the course of their involvement in growing and diverse fields of governmental activities. This, however, should not make us feel complacent. Not only should we endeavour to maintain what we have accomplished so far but also remain on constant guard against possible future decline in administrative efficiency or in employee morale and integrity. Mr. President, you have entrusted us with a great responsibility and its successful discharge depends

indeed not merely on our own efforts but also on the extent of understanding shown to us by the Ministries and Divisions with whom we are to deal. Although the Commission is an advisory body, nonetheless it is expected of the government agencies not to take too light a view of its advice and particularly not to withhold from it any information or reference required under the statutory provisions. If this kind of support is lacking, the position of a public service commission is, to a large extent, rendered nugatory. Fortunately, there is a growing realisation by the Ministries and Divisions of their obligations toward the Commission and we are happy to note that, as in 1965, there was no case of non-acceptance of our advice during this year as well. Although the Ministries and Divisions failed to consult us on various matters within our statutory jurisdiction, the cases of this nature during the year under review were comparatively few. This indeed is quite encouraging and we extend our sincere thanks to all such agencies.

88. As in the past, we secured also invaluable assistance lent in various forms by many other agencies, both public and private, in conducting our examinations and tests at home and abroad. They too deserve our grateful appreciation. Our deep appreciation is due also to our own officers and staff for their unfailing devotion and loyalty, diligence and reliability.

89. Finally, to you Mr. President, we take this opportunity to place on record our deep gratitude for your constant encouragement, understanding, and most gracious consideration.

We beg to remain,
Sir,
Your obedient servants,
(Chairman and Members),
Central Public Service
Commission.

| | |
|---|---|
| (Nazir Ahmad) | Chairman |
| (A. M. Sial) | Member |
| (A. M. Sadullah) | Member |
| (M. Fazlur Rahman) | Member |
| (Nusrat Hasan) | Member |

Karachi,
January 15, 1968.

## SECTION VIII

## MEMORANDUM TO THE ANNUAL REPORT

1967

21—22

## MEMORANDUM TO THE ANNUAL REPORT OF THE COMMISSION FOR THE YEAR 1967, (*VIDE* ARTICLE 189 (2) OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN)

### (A) CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS WHY THE ADVICE WAS NOT ACCEPTED.

The Commission is glad to note that there had been no such case during the year under review.

### (B) CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WAS NOT CONSULTED AND THE REASONS WHY IT WAS NOT CONSULTED.

2. The major cases together with reasons for non-consultation are succinctly discussed as below :—

I

**Ministry of Commerce**

3. Reference paras 10-18 of Memorandum of the Annual Report for the year 1966 regarding Executive Officers and Assistant Controllers in the Import and Export Organization.

4. The cases were once again referred to the Commission for consideration in May, 1967. On reconsideration, the Commission found no justification for the revision of its advice tendered earlier.

5. At the request of the Establishment Division in August, 1967, the Commission once again considered the cases of regularisation of ad-hoc appointments of Executive Officers and Assistant Controllers in the Import and Export Organisation and decided not to deviate from its earlier decision communicated in July, 1966 and August, 1965 for the following reasons :—

(i) That the existing provisions in the draft Recruitment Rules approved by the Commission, the Establishment Division and the Ministry of Commerce do not allow appointments by transfer unless a suitable provision is made in the Recruitment Rules to cover these cases.

(ii) The posts of Assistant Controller in the Import and Export Organisation have been included in the recently Constituted Trade Service of Pakistan and appointment to these posts will be governed by the relevant provisions regarding recruitment to that service.

6. The Commission further desired to know the reasons for not terminating the services of these irregular appointees despite the fact that the Ministry had informed earlier that it had been decided by them to do so.

7. Final orders of the Government in this case are still awaited.

II

**Ministry of Commerce**

8. On 2nd March, 1967 the Export Promotion Bureau approached the Commission for regularisation of an ad-hoc appointment in the post of Secretary, Cotton Board for the period from 1-7-1964 to 28-9-1965. This reference to the

Commission was made only after the Accountant General Pakistan Revenues had refused to issue revised pay slip to the incumbent concerned.

9. In order to ease hardship faced by the incumbent for no fault of his own his pay was released; but the Commission at the same time advised the Bureau that in the absence of Recruitment Rules or method of recruitment the said post should have been entrusted to the Commission for open advertisement. Besides, the following factual details were brought also to the notice of the Establishment Division in May, 1967.

10. This post was filled first through the Commission by open competition in 1956 and the Commission's nominee held it until his appointment by transfer to a post of Deputy Director in the Export Promotion Bureau on 1st July, 1964. The vacancy caused thus was filled in by the Ministry of Commerce itself without a reference to the Commission by promoting an Executive Officer, Class II in the Cotton Board on ad-hoc basis. This irregular appointment continued from 1st July, 1964 to 28th September, 1965 even though according to the Ministry the officer concerned was not eligible for such appointment.

11. On cessation of holding the appointment by the above officer the post was then filled by transfer of a Deputy Director of Export Promotion Bureau with effect from 29th September, 1965. This appointment was also irregular because in the absence of Recruitment Rules or method of recruitment by transfer being prescribed for filling the posts, the post should have been entrusted to the Commission for direct recruitment. The Establishment Division was reminded of the fact that cases of this nature attract the provisions of former Establishment Secretary's D.O. No. 2/2/62-DI, dated the 15th February, 1962 and the matter was also pointed out to the Bureau for compliance.

12. In its reply the Bureau informed the Commission that no fresh recruitment rules were envisaged for the post of Secretary, Cotton Board, since the scale of pay admissible to this post was revised from Rs. 975—75—1500 to Rs. 750—75—1500 with the concurrence of the Ministry of Finance, bringing it thus at par with that of Deputy Director in the Export Promotion Bureau with a view to facilitating interchange of personnel in public interest. It was further added that the Cotton Board was under the administrative and financial control of that Bureau, and as such this appointment to the post of Secretary was purely a matter of internal transfer.

13. Subsequently, it was pointed out by the Commission that within the meaning of Article 185(2)(a) of the Constitution, it was obligatory to consult the Commission in matters of method recruitment before any appointment by transfer from one post to another could take place. Since Export Promotion Bureau failed to fulfil this requirement, appointment to the post of Secretary, Cotton Board by transfer of a Deputy Director under their control was completely irregular. In view of the position explained above, the Commission insisted once again on their filling the post by open advertisement.

14. The case was referred again to the Commission in September, 1967 for further consideration. The grounds shown were that both the posts of Secretary, Cotton Board and Deputy Director, Export Promotion Bureau were borne on the cadre of Trade Service of Pakistan and there was no bar to inter-transfer from one post to another carrying the same scale of pay and status. The Commission reconsidered the whole question afresh and advised that if the post of Secretary, Cotton Board was encadred in the Trade Service of Pakistan there was no objection to this ad-hoc appointment made by transfer provided that the ad-hoc appointee was eligible for the same and also that he fulfilled the proposed qualifications for absorption in the Trade Service of Pakistan.

15. The Commission accordingly called for the particulars of the ad-hoc appointee and the proposed qualifications for absorption in Trade Service of Pakistan for their further consideration of the case. The matter was not decided till the end of the year under report.

16. Meanwhile the present incumbent was allowed to draw his pay for the period up to 31st October, 1967.

III

**Home Affairs Division**

17. Reference paras 19—21 of Memorandum of the Annual Report for the year 1966 regarding the appointment of Deputy Assistant Director, Immigration and Passport.

18. Following a reply from the Home Affairs Division, the question of regularising the appointment of the officer concerned was duly considered by the Commission and the incumbent was interviewed on 7th July, 1967.

19. Largely, because that the officer in question had a special nature of work to perform and that he had been in continuous service for long 17 years and also that he had put up a satisfactory performance in the interview, the Commission finally agreed to regularise his appointment as a very special case, but not to form a precedent.

IV

**Pakistan Post Office**

20. Reference paras 29—36 of Memorandum of the Annual Report for the year 1966 regarding Officer on Special Duty (Army) the Directorate General, Pakistan Post Office.

21. The Director General, Pakistan Post Office informed the Establishment Division in March, 1967 that the Army Postal Unit was wound up with effect from the 30th April, 1967 and the officer concerned also proceeded on Leave Preparatory to Retirement. The case was dropped thereafter.

V

**Pakistan Telegraph and Telephone Department**

22. Reference paras 37—39 of Memorandum of the Annual Report for the year 1966 regarding direct appointment against 25% vacancies prescribed in the Recruitment Rules for the Telegraph Engineering and Wireless Service Class II in the Pakistan Telegraph and Telephone Department.

23. Neither the vacancies for direct appointment have been entrusted to the Commission during the year under report nor have the Establishment Division been able to extract a reply from the Department till the close of year under report.

VI

**Rehabilitation and Works Division**

24. Reference paras 26—28 of Memorandum of the Annual Report for the year 1966 regarding irregular appointment of an Assistant Estate Officer (Class II) in the Estate Office.

25. The Establishment Division informed the Commission in June, 1967 that in accordance with the advice of the Commission, the Rehabilitation and Works Division had withdrawn the irregular appointee. However, from the subsequent correspondence received from the Rehabilitation and Works Division it appeared that the irregular appointee is still continuing as Assistant Estate Officer and was at no stage withdrawn from the strength of the Estate Office. In this connection, attention of the Rehabilitation and Works Division was drawn to their letter ordering reversion of one official to his substantive post consequent upon the irregular appointee's return from leave.

26. The Rehabilitation and Works Division in reply informed the Commission that the Establishment Division had advised them to revert the irregular appointee to his parent office *i.e.*, the Ministry of Defence. But it was decided by that Division that he should continue in his present post on ad-hoc basis till a nominee of the Commission was made available against the post that was entrusted to them for open advertisement.

27. The irregular appointee continued thus to hold the post of Assistant Estate Officer till the close of the year.

## SECTION IX

# APPENDICES

## APPENDIX 'A'

(Para. 9)

*Staff of the Central Public Service Commission as on 31st December, 1967.*

### MAIN OFFICE

| | |
|---|---|
| | *Gazetted Class I* |
| Secretary | 1 |
| Director | 1 |
| Deputy Directors | 4 |
| Chief Psychologist | 1 |
| Senior Psychologist | 1 |
| Junior Psychologists | 2 |
| Educational Consultant | 1 (*Vacant*) |
| Research Officer | 1 |
| | *Gazetted Class II* |
| Assistant Directors | 13 |
| Private Secretary to Chairman | 1 |
| | *Non-Gazetted* |
| Assistant Incharge | 2 |
| Assistants (including Confidential Asstts.) | 33 |
| Statistical Assistants | 3 |
| Stenographers | 9 |
| Stenotypists | 21 |
| Testers | 3 |
| Upper Division Clerks | 15 |
| Lower Division Clerks | 33 |
| Librarian | 1 |
| Gestetner Operator | 1 |
| Recrod Sorters | 2 |
| Daftaries | 5 |
| Jamadar | 1 |
| Peons | 30 |

### LAHORE BRANCH

| | | |
|---|---|---|
| | *Gazetted Class II* | |
| Assistant Director | 1 | |
| Assistant | 1 | (*Non-Gazetted*) |
| Lower Division Clerk | 1 | ,, |
| Staff Car Driver | 1 | ,, |
| Peon | 1 | ,, |

## DACCA BRANCH

| | | | |
|---|---|---|---|
| | | *Gazetted Class II* | |
| 1. | Assistant Director .. .. .. .. .. | 1 | |
| 2. | Stenographer .. .. .. .. .. | 1 | (*Non-Gazetted*) |
| 3. | Upper Division Clerk .. .. .. .. | 1 | ,, |
| 4. | Peon .. .. .. .. .. .. | 1 | ,, |

## INDEX TO ABBREVIATIONS USED IN APPENDIX 'B'

(*a*) To be interviewed/interviews not completed.

(*b*) Recently advertised.

(*c*) Preselection not completed.

(*d*) To be advertised.

(*e*) No response.

(*f*) None found suitable.

(*g*) Recommended from Reserve list.

(*h*) Being Readvertised.

(*i*) Written test to be held/held.

(*j*) Requisition withdrawn by the Department.

(*l*) To be finalised (interviews completed).

(*o*) Failure reported.

(*r*) Recruitment held up.

(*) Against posts means advertised in 1967.

(*) Against figures means completed in 1967.

## APPENDIX B(i)

(Para. 77)

*Position of Recruitment Cases initiated in* 1967

| Ministry/Division | No. of posts requisitioned. | No. of Applications received. | Selected for interview. | Actually interviewed. | Recommended for appointment. |
|---|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) | (6) |
| **PRESIDENT'S SECRETARIAT** .. .. | **53** | | | | |
| **Planning Division** .. .. .. .. | **23** | | | | |
| Research Officer, Public Relations Section, Class II. | 1 | 12 | 1 | 1 | 1 |
| Assistant Chief, Physical Planning & Housing Section, Class I. | 1 | 3 | 3 | 1 | 1 |
| Research Officer, Manpower Section, Class II .. | 1 | 3 | 2 | (*a*) | .. |
| Research Officer, Water & Power Section, Class II. | 2 | 5 | 3 | 3 | (*o*) |
| Research Officer, Industries & Commerce Section, Class II. | 2 | 15 | 10 | (*a*) | .. |
| Economic Investigator, Transport and Communications Section, Class II. | 2 | 3 | 3 | 3 | 1 |
| Economic Investigator, Economic Section, Class II. | 2 | 15 | 15 | 15 | 2 |
| Economic Investigator, Industries & Commerce Section, Class II. | 1 | 2 | 2 | (*a*) | .. |
| Economic Investigator, Agriculture & Food Section, Class II. | 1 | 3 | 3 | 2 | 1 |
| Assistant Chief, Water and Power Section (Water side), Class I. | 1 | 3 | (*f*) | .. | (*o*) |
| Deputy Chief, RCD Section, Class I .. | 1 | 20 | (*c*) | .. | .. |
| Economic Investigator, Economic Section, Class II. | 1 | (*d*) | .. | .. | .. |
| Research Officer, Agr. & Food Section, Class II .. | 1 | (*d*) | .. | .. | .. |
| Economic Investigator, Agri. & Food Section, Class II. | 1 | (*d*) | .. | .. | .. |
| Economic Investigator, Health Section, Class II. | 1 | (*d*) | .. | .. | .. |
| Research Officer, Transport & Communication Section, Class II. | 2 | (*d*) | .. | .. | .. |
| Research Officer, Social Welfare Section, Class II. | 1 | (*d*) | .. | .. | .. |
| Research Officer, Manpower Section Class II .. | 1 | (*d*) | | | |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| **Economic Affairs Division** .. .. .. | **23** | | | | |
| Statistical Investigator, Central Statistical Office, Class II. | 12 | 101 | 89 | 89 | (*l*) |
| Research Officer, Class II .. .. .. | 1 | 13 | (*c*) | | |
| Field Investigation Officer, Class II .. .. | 1 | (*d*) | | | |
| Economic Investigators, Class II .. .. | 9 | (*d*) | | | |
| **Scientific and Technological Research Division** .. | **7** | | | | |
| Deputy Scientific Adviser and Deputy Technical Adviser, Class I. | 2 | 16 | 9 | (*a*) | |
| Deputy Technological Adviser, Class I .. | 1 | 8 | 6 | (*a*) | |
| Assistant Technological Adviser for Electrical/Electronics Engg., Class I. | 1 | (*e*) | | | |
| Assistant Technological Adviser, Class I .. | 1 | (*d*) | | | |
| Assistant Scientific Adviser, Class I .. .. | 1 | (*d*) | | | |
| Assistant Scientific Adviser, Agriculture, Class I. | 1 | 26 | (*c*) | | |
| **CABINET SECRETARIAT** .. .. .. | **7** | | | | |
| **Cabinet Division** .. .. .. .. | **5** | | | | |
| Deputy Assistant Director, Class I .. .. | 2 | 14 | 8 | 7 | (*o*) |
| Experimental Officer, Class II .. .. | 1 | 15 | 10 | 10 | 1 |
| Translator in Russian Language, Class I .. | 1 | 4 | (*c*) | | |
| Translator in Chinese Language, Class I .. | 1 | 1 | (*c*) | | |
| **Establishment Division** .. .. .. | **2** | | | | |
| Instructors in PFS Civil Service Academy, Lahore, Class I. | 2 | (*d*) | | | |
| **MINISTRY OF AGRICULTURE AND WORKS** .. | **131** | | | | |
| **Food and Agriculture Division** .. .. | **101** | | | | |
| Senior Marketing Officer (Hides & Skins), Class I. | 1 | 7 | 2 | 2 | (*o*) |
| Statistical Assistant, Deptt. of M.I. & A.S., Class II. | 1 | 15 | 10 | 9 | 1 |
| Junior Testing Officer (Hides & Skins), MIAS, Class II. | 2 | 25 | 17 | 17 | 1 |
| Wool Grading Inspector, MIAS, Class II .. | 1 | 6 | 4 | 4 | (*o*) |
| Survey Officer, Farm Management Research Scheme, Class II. | 1 | 17 | 16 | 14 | 1 |
| Research Investigator, MIAS, Class II .. | 8 | 62 | 48 | 48 | 8 |
| Grading Inspector (Tobacco) MIAS, Class II .. | 2 | 9 | 4 | (*a*) | .. |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Testing Assistant (Hides & Skins) MIAS, Class II. | 1 | 12 | 10 | (*a*) | .. |
| Asstt. Director (Co-operation) MIAS, Class I .. | 1 | 6 | 4 | (*a*) | .. |
| Research Officer, MIAS, Class II .. .. | 2 | 14 | 9 | (*a*) | .. |
| Grading Inspector (Citrus Fruits) MIAS, Class II. | 4 | (*b*) | .. | .. | .. |
| Fruits Grading Officer, MIAS, Class II .. | 1 | 20 | (*c*) | .. | .. |
| Junior Grading Officer (Hides & Skins), Class II. | 1 | (*d*) | .. | .. | .. |
| Senior Marketing Officer (Hides & Skins) MIAS, Class I. | 1 | (*d*) | .. | .. | .. |
| Survey Officer, Agricultural Census Organisation, Dacca, Class I. | 1 | (*d*) | .. | .. | .. |
| Pilots, Deptt. of Locust Warning & Plant Quarantine, Class I. | 10 | 34 | 25 | 25 | 7 |
| Assistant Aerial Pest Control Officer, Deptt. of L.W. & P.Q. Class II. | 5 | 26 | 19 | (*a*) | .. |
| Radio Electrical Engineer, Deptt. of L.W. & P.Q. Class I. | 1 | (*e*) | .. | .. | (*o*) |
| Senior Engineer, Deptt. of L.W. & P.Q., Class I | 2 | 3 | 1 | .. | (*o*) |
| Junior Engineer, Deptt. of L.W. & P.Q., Class II | 13 | 9 | 5 | 5 | 3 |
| Radio Entomologist, Deptt. of L.W. & P.Q., Class I. | 1 | 3 | 3 | (*a*) | .. |
| Medical Officer, Deptt. of L.W. & P.Q., Class II | 2 | 1 | 1 | 1 | (*f*) |
| Assistant Quarantine Entomologist, Deptt. of L.W. & P.Q., Class II. | 1 | 10 | 8 | (*a*) | .. |
| Senior Engineer, Deptt. of L.W. & P.Q., Class I | 2 | (*f*) | .. | .. | .. |
| Soil Survey Research Officer, Directorate of Soil Survey Project of Pakistan, Class I. | 1 | 15 | 11 | 11 | 1 |
| Director General, Soil Survey, Soil Survey Project of Pakistan, Class I. | 1 | 3 | 3 | (*a*) | .. |
| Assistant Soil Survey Research Officer, Soil Survey Project of Pakistan, Class II. | 10 | (*b*) | .. | .. | .. |
| Cartographer, Soil Survey Project of Pakistan, Class II. | 2 | 9 | 8 | 7 | 2 |
| Assistant Manager, Survey of Pakistan, Class II | 1 | 10 | (*c*) | .. | .. |
| Foreman, Survey of Pakistan, Class II .. | 1 | 8 | (*c*) | .. | .. |
| Wild Life Preservation Officer, Zoological Survey Deptt., Class II. | 1 | 8 | 7 | 7 | 1 |
| Ichthylogist, Zoological Survey Deptt., Class I .. | 1 | 3 | 3 | 3 | (*o*) |
| Zoologist, Zoological Survey Deptt., Class I .. | 2 | 12 | 6 | 6 | 1 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Marine Zoologist, Zoological Survey Deptt., Class I. | 2 | 5 | 3 | 3 | (*o*) |
| Biochemist, Zoological Survey Deptt., Class II .. | 1 | (*e*) | .. | .. | (*o*) |
| Assistant Director (Rice Milling), Directorate General of Food, Class II. | 3 | (*e*) | .. | .. | (*o*) |
| Assistant Director (Food) Directorate General of Food, Class II. | 2 | 28 | 18 | (*e*) | .. |
| Junior Testing Officer (Hides & Skins), Deptt. of MIAS, Class II. | 1 | (*d*) | .. | .. | .. |
| Assistant Director (Rice Milling), Directorate General of Food, Class II. | 3 | (*d*) | .. | .. | .. |
| Wool Grading Inspector, Deptt. of MIAS, Class II. | 1 | (*d*) | .. | .. | .. |
| Field Investigators, Deptt. of MIAS, Class II .. | 2 | (*d*) | .. | .. | .. |
| Wool Testing Assistant, Deptt. of MIAS, Class II | 1 | (*d*) | .. | .. | .. |
| **REHABILITATION AND WORKS DIVISION** | 30 | | | | |
| Assistant Estate Officer, Class II .. .. | 2 | 58 | 28 | (*a*) | .. |
| Assistant Comptroller (Rest Houses), Class II .. | 1 | 24 | 8 | (*a*) | .. |
| Assistant Engineer, Civil, Electrical & Mechanical, Pak. P.W.D., Class II. | 27 | (*d*) | .. | .. | .. |
| **MINISTRY OF COMMERCE** .. .. | 27 | | | | |
| Economic Consultant, Class I .. .. | 1 | (*d*) | .. | .. | .. |
| Commercial Secretaries, Grade III, Cl. I. .. | 2 | 42 | 17 | (*a*) | .. |
| Deputy Director, External Marketing, Cl. I .. | 1 | 8 | 3 | 3 | 1 |
| Research Officer, Class I .. .. .. | 1 | 6 | 5 | 2 | (*o*) |
| Economic Investigator, Class II .. .. | 2 | 13 | 12 | (*a*) | .. |
| Research Officer, Cotton Board, Class II .. | 1 | 6 | 3 | 3 | (*o*) |
| Regional Assistant Controllers of Jute, Jute Board, Class II. | 2 | 18 | (*c*) | .. | .. |
| Director in the Tarrif Commission, Cl. I .. | 2 | 8 | 12 | 1 | (*f*) |
| Regional Assistant Controllers of Jute, Jute Board, Class II. | 2 | 4 | 1 | 1 | (*a*) |
| English Reporter, Tariff Commission, Cl. II .. | 1 | 2 | 2 | (*i*) | .. |
| Investigators, Export Promotion Bureau, Class II. | 5 | (*d*) | .. | .. | .. |
| Sub Editor, Export Promotion Bureau, Class II. | 1 | 2 | (*c*) | .. | .. |
| Assistant Editor, Export Promotion Bureau, Class II. | 1 | 7 | (*c*) | .. | .. |
| Commercial Secretary, Grade I, Class I .. | 5 | 97 | 56 | 54 | 5 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| **STRY OF COMMUNICATIONS ..** | **11** | | | | |
| tatistical Investigator, Central Roads Organisation, Class II. | 3 | 14 | 13 | 13 | 2 |
| tatistical Assistants, Class II .. .. | 4 | 23 | 22 | 22 | (*l*) |
| ssistant Port Hajj Officer, Port Hajj Office, Chittagong, Class II. | 1 | 11 | 6 | 6 | 1 |
| )eputy Consulting Engineer (Roads), Central Roads Organisation, Class I. | 1 | (*e*) | .. | | (*o*) |
| )eputy Consulting Engineer (Bridges), Central Roads Organisation, Class I. | 1 | 3 | (*f*) | .. | (*o*) |
| ssistant Engineer (Postal Mechanisation), Pakistan Post Office, Class II. | 1 | (*d*) | .. | .. | .. |
| **ISTRY OF DEFENCE .. .. ..** | **38** | | | | |
| Secretary, Pakistan Armed Services Board, Rawalpindi, Class I. | 1 | 22 | 13 | 10 | 1 |
| Electrical/Mechanical Engineer, Marine Academy, Chittagong, Class I. | 1 | (*e*) | .. | .. | (*c*) |
| Nautical Instructor, Marine Academy, Chittagong, Class I. | 1 | (*e*) | .. | .. | (*o*) |
| Administrative Officer, Marine Academy, Chittagong, Class II. | 1 | 19 | 10 | 10 | 1 |
| Junior Master (Islamiat), Military College, Jhelum, Class II. | 1 | 20 | 11 | (*a*) | .. |
| Civilian Junior Master (Botany or Zoology), Military College, Jhelum, Class II. | 1 | (*j*) | .. | .. | .. |
| Junior Master (Urdu), Military College, Jhelum, Class II. | 1 | 15 | 7 | (*a*) | .. |
| Deputy Shipping Master, Directorate of Ports & Shipping, Class II. | 1 | 10 | 6 | (*a*) | .. |
| Hydraulic Engineer, Chalna Anchorage, Khulna, Class I. | 1 | 1 | (*r*) | .. | .. |
| Pilot, Chalna Anchorage, Class I. .. .. | 4 | 8 | 8 | 6 | 4 |
| Dy. Chief Nautical Surveyor, Dte. General of Ports & Shipping, Class I. | 1 | (*b*) | .. | .. | .. |
| School Master, Mercantile Marine/Academy, Chittagong, Class I. | 1 | (*d*) | .. | .. | .. |
| Assistant Electronic Engineer, Pakistan Meteorological Deptt., Class II. | 3 | 22 | 10 | 10 | 1 |
| Superintendent for Training, Seamens Training Centre, Class II. | 1 | 2 | 2 | 2 | 1 |
| Assistant Meteorologist, Pakistan Met. Deptt., Class II. | 4 | (*d*) | .. | .. | .. |

| (1) | (2) | (3) | (4) | (5) | (6 |
|---|---|---|---|---|---|
| Assistant Electronic Engineer, Pakistan Met. Deptt., Class II. | 8 | (*b*) | .. | .. | .. |
| Press Secui ity Officer, Deptt. of Cyphers, Class II | 1 | 9 | 6 | (*j*) | .. |
| Deputy Director, Deptt. of Tourism, Class I. .. | 1 | 32 | 10 | (*a*) | .. |
| Electrical/Mechanical Engineers, Marine Academy, Chittagong, Class I. | 1 | (*d*) | .. | .. | .. |
| Junior Master, Military College, Jhelum, Class II | 1 | (*d*) | .. | .. | .. |
| Commercial Accountant, Directorate of Ports & Shipping. | 1 | (*d*) | .. | .. | .. |
| Assistant Director, Deptt. of Tourism .. | 2 | (*d*) | .. | .. | .. |
| **MINISTRY OF EDUCATION** .. .. | **32** | | | | |
| Technical Assistants, Class II .. .. | 5 | 4 | 2 | (*a*) | .. |
| Lecturers, Central Govt. Intermediate College for Girls, Islamabad, Class II. | 16 | 168 | (*c*) | .. | .. |
| Principal, Central Govt. Intermediate College for Girls, Islamabad, Class I. | 1 | 11 | (*c*) | .. | .. |
| Specialisi Educational Research, Cl. I. .. | 1 | (*d*) | .. | .. | .. |
| Technical Assistant (Statistics), Central Bureau of Education, Class II. | 1 | (*e*) | .. | .. | .. |
| Technical Assistant (Educational Research), Central Bureau of Education, Class II. | 1 | 5 | (*c*) | .. | (*o*) |
| Chemical Assistant, Deptt. of Archaeology, Class II. | 1 | (*e*) | .. | .. | (*o*) |
| Research Officer, Dte. of Archives and Libraries, Class II. | 1 | 23 | 13 | 10 | 1 |
| Junior Microfilming and Photostating Officer, Dte. of Archives & Libraries, Class II. | 1 | 11 | 9 | 9 | 1 |
| Copyright Assistant, Copyright Office, Class II .. | 1 | 1 | 1 | 1 | (*f* |
| Librarian, Copyright Office, Class II .. .. | 1 | 6 | 3 | 3 | |
| Assistant Electrical Engineer, Deptt. of Archaeology. | 1 | (*d*) | .. | .. | |
| Specialist (Audio Visual Aids), Central Bureau of Education, Class I. | 1 | (*d*) | .. | .. | |
| **MINISTRY OF FINANCE** .. .. .. | **44** | | | | |
| Research Officer, Class II .. .. .. | 1 | 11 | 7 | 7 | |
| Research Officer (Publications), Class II .. | 1 | 4 | 2 | 2 | |
| Economists, Class I .. .. .. | 2 | 17 | 16 | (*a*) | .. |
| Economic Investigators, Class II .. .. | 6 | 27 | 13 | (*a*) | .. |
| Audit Officer, Pakistan Audit Deptt., Cl. I .. | 1 | 4 | 1 | 1 | |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| ecturer, Railway Accounts Academy, Quetta, Class I. | 1 | 3 | 3 | 3 | (h) |
| esearch Officer, Class II .. .. .. | 1 | 11 | 5 | (a) | .. |
| ssistant Economic Adviser, Class I. .. | 1 | (d) | .. | .. | .. |
| ivisional Saving Officer, Class II. .. .. | 3 | (d) | .. | .. | .. |
| eputy Chief Director, National Savings, Central Dte. of National Savings, Class I. | 1 | 15 | 7 | (a) | .. |
| atistical Investigators, Central Board of Revenue, Class II. | 3 | 36 | 14 | 14 | 3 |
| esearch Officer, Dte. of Research & Statistics, C.B.R., Class II. | 4 | 26 | 13 | .. | (f) |
| ssistant Director, Research & Statistics, C.B.R., Class I. | 2 | 7 | 1 | 1 | (o) |
| atistical Officer, C.B.R., Class II .. .. | 1 | 32 | 16 | (a) | .. |
| atistical Investigators, C.B.R., Class II .. | 2 | 8 | 8 | (a) | .. |
| eputy Director of Research, C.B.R., Class I .. | 1 | 18 | 16 | (a) | .. |
| ppraisers, Customs House, Karachi, Cl. II .. | 6 | .. | .. | .. | (g) |
| ppraisers (Technical), Customs House, Chittagong, Class II. | 3 | (d) | .. | .. | .. |
| ppraisers (Non-Technical), Customs House, Chittagong. | 4 | (d) | .. | .. | .. |
| **STRY OF FOREIGN AFFAIRS .. ..** | **4** | | | | |
| ssistant Director (Research), Class I .. .. | 2 | 20 | 12 | 11 | 1 |
| ssistant Librarian, Class II .. .. .. | 1 | 2 | 1 | .. | (o) |
| ssistant Director (Research), Class I .. .. | 1 | .. | .. | .. | (g) |
| **STRY OF HEALTH, LABOUR AND AL WELFARE .. .. ..** | **81** | | | | |
| **our and Social Welfare Division .. ..** | **2** | | | | |
| conomic Investigator, Class II .. .. | 1 | 35 | 29 | (a) | .. |
| ocial Welfare Adviser, Class I .. .. | 1 | 20 | 11 | (a) | .. |
| **lth Division .. .. .. ..** | **79** | | | | |
| ore Officer, National Health Laboratories, Class II. | 1 | 2 | 2 | 2 | 1 |
| nior Pathologist, National Health Laboratories, Class I. | 1 | 4 | 4 | 3 | 1 |
| nior Serologist, National Health Laboratories, Class I. | 1 | 7 | 7 | 7 | (f) |
| uperintendent (Workshop), N.H.I., Class I .. | 1 | 3 | 2 | 2 | 1 |

| (1) | (2) | (3) | (4) | (5) |
|---|---|---|---|---|
| **Labour and Social We'fare Division—contd.** | | | | |
| Superintendent, School of Medical Technology, Class I. | 1 | 5 | 5 | 5 |
| Statistical Officer, Dte. of Tuberculosis Control, Class II. | 1 | 4 | 3 | 2 |
| Registrar (Surgery), JPMC., Class I .. .. | 1 | 3 | 3 | 3 |
| Associate Surgeon (Gynaecology), Class I .. | 1 | 7 | 5 | 5 |
| Associate Surgeon and Professor (Gynaecology) JPMC, Class I. | 1 | 16 | 6 | 6 |
| Professor of Microbiology, JPMC, Class I .. | 1 | 11 | 11 | 7 |
| Asstt. Professor of Pharmacology, JPMC, Class I. | 1 | 5 | 3 | 2 |
| Junior Bacteriologist, National Health Laboratories, Class II. | 1 | (*h*) | .. | .. |
| Lecturer in Pharmacology & Therapeutics, Class I. | 1 | 1 | 1 | 1 |
| Associate Surgeon (Orthapaedic) & Asstt. Professor, Central Govt. Hospitals, Class I. | 1 | 15 | 15 | 9 |
| Registrar, Casualty Deptt. JPMC, Class I .. | 1 | 4 | 4 | 1 |
| Clinicians, Directorate of Nutrition and Research, Class I. | 2 | 2 | (*f*) | .. |
| Assistant Professor of Pathology, JPMC, Class I. | 2 | 5 | 4 | 4 |
| Associate Surgeon (Neurosurgery) and Assistant Professor, Central Govt. Hospitals, Class I. | 1 | (*e*) | .. | .. |
| Associate Surgeon (Thoracic Surgery) and Asstt. Professor, Central Govt. Hospitals, Class I. | 1 | 5 | 5 | 5 |
| Dental Surgeon, Central Govt. Hospitals, Class I. | 1 | 23 | 8 | 8 |
| Asstt. Drugs Controllers, Class I .. .. | 4 | 16 | 5 | 5 |
| Asstt. Secretary, Pharmacopia, Class I .. | 1 | 13 | 5 | 5 |
| Nursing Adviser, Class I .. .. .. | 1 | 5 | 4 | 4 |
| Principal, College of Nursing, JPMC, Class I .. | 1 | 4 | 3 | 3 |
| Dy. Director (Pharmaceutical), Central Drugs Laboratories, Class I. | 1 | 4 | 2 | 2 |
| Asstt. Director, Central Health Estt. & Stores, Class I. | 1 | 7 | 3 | 3 |
| Drugs Controller, Class I .. .. .. | 1 | 5 | 3 | 2 |
| Lecturer in Pathology, Class I .. .. | 3 | 8 | 5 | 4 |
| Radiologist, (Therapy), JPMC, Class I .. | 1 | 5 | 5 | 5 |
| Professor of Biochemistry, JPMC, Class I .. | 1 | 6 | 2 | 2 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| **Labour and Social WelfareDivision—contd.** | | | | | |
| Associate Physician, Deptt. of Cardiology, JPMC, Class I. | 1 | 9 | 7 | 7 | 1 |
| Dy. Airport Health Officer, Karachi, Cl.I. .. | 1 | (*j*) | .. | .. | .. |
| Asstt. Professor of Physiology, JPMC, Cl.I. .. | 1 | 1 | 1 | 1 | 1 |
| Associate Physician (Paediatrics), Central Govt. Hospitals, Class I. | 1 | 5 | 4 | 4 | 1 |
| Anaesthetist, Central Govt. Hospitals, Cl.I. .. | 1 | 2 | (*l*) | .. | .. |
| Senior Biochemist, Dte. of Nutrition & Research, Class I. | 1 | 1 | 1 | (*h*) | .. |
| Supervisor, Animal House, JPMC, Class II. .. | 1 | 12 | 7 | (*a*) | .. |
| Senior Accountant, Dte. of Nutrition Survey & Research, Class II. | 1 | 5 | 3 | (*a*) | .. |
| Engineering Adviser, Class I .. .. | 1 | 3 | (*h*) | .. | .. |
| Clinicians, Dte. of Nutrition & Research, Islamabad, Class I. | 2 | (*b*) | .. | .. | .. |
| Associate Physician, Central Govt. Poly Clinic, Cl. I. | 1 | (*b*) | .. | .. | .. |
| **HOOL OF TROPICAL MEDICINE AND PUB- C HEALTH, DACCA.** | | | | | |
| Professor of Microbiology, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| Professor of Nutrition and Biochemistry, Class I | 1 | (*b*) | .. | .. | .. |
| Professor of Epidemiology, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| Professor of Public Health Administration, Class I. | 1 | (*b*) | .. | .. | .. |
| Professor of Occupational Health, Class I .. | 1 | (*b*) | .. | .. | .. |
| Professor of Parasitology, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| Professor of Pharmacology, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Tropical Medicine, Class I. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Bacteriology, Class I .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Virology, Class I .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Nurition, Class I .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Biochemistry, Cl.I .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Epidemiology, Class I .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Biostatistics, Cl.I .. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Public Health Administration, Class I. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Environmental Hygiene, Class I. | 1 | (*b*) | .. | .. | .. |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Assistant Professor of Maternal and Child Health, Class I. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Occupational Health, Class I. | 1 | (*b*) | .. | .. | .. |
| Assistant Professor of Parasitology, Cl. I .. | 1 | (*b*) | .. | .. | .. |
| Asstt. Professor of Entomology, Class I .. | 1 | (*b*) | .. | .. | .. |
| Lecturer in Public Health Administration, Cl. I. | 1 | (*b*) | .. | .. | .. |
| Lecturer in Enviromental Sanitation, Class I .. | 1 | (*b*) | .. | .. | .. |
| Lecturer in Protozoology, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| **JINNAH POSTGRADUATE MEDICAL CENTRE, KARACHI.** | | | | | |
| Associate Surgeon (ENT) & Asstt. Professor, Cl.I. | 1 | (*b*) | .. | .. | .. |
| Lecturer in Pharmacology and Therapeutics Cl.I. | 1 | (*b*) | .. | .. | .. |
| Professor of Neurology, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| Public Health Engineer, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| **DIRECTORATE OF NUTRITION AND RESEARCH, ISLAMABAD.** | | | | | |
| Clinicians, Class I .. .. .. .. | 2 | (*b*) | .. | .. | .. |
| Nutrition Research Officer, Class I .. .. | 1 | (*b*) | .. | .. | .. |
| Health Officer, Central Govt. Servants Colonies, Karachi, Class I. | 1 | (*b*) | .. | .. | .. |
| Assistant Director, Directorate of T.B. Control, Class I. | 1 | (*b*) | .. | .. | .. |
| **MINISTRY OF HOME AND KASHMIR AFFAIRS.** | **11** | | | | |
| **Home Affairs Division** .. .. .. | **8** | | | | |
| Investigator, Census Organisation, Class II .. | 3 | (*d*) | .. | .. | |
| Statistical Officer, Census Orgn., Class II .. | 1 | 13 | (*e*) | .. | |
| Asstt. Census Commissioner (Statistical Method & Research), Census Organisation, Cl.I. | 1 | (*d*) | .. | .. | |
| Deputy Census Commissioner, Class I .. | 1 | (*b*) | .. | .. | |
| Asstt. Census Commissioner (Planning & Co-ordination) Class I. | 1 | (*d*) | .. | .. | |
| Instructor, Civil Defence Academy, Lahore, Class II. | 1 | 16 | (*c*) | .. | |
| **Kashmir Affairs Division** .. .. .. | **3** | | | | |
| Dy. Director, Jammu & Kashmir Refugees Organisation, Class II. | 1 | (*j*) | .. | .. | |
| Economic Investigator, Class II .. .. | 1 | 8 | 6 | (*a*) | |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Asstt. Director, Dte. of Civil Supplies & Transport, Class II. | 1 | (*d*) | .. | .. | .. |
| **INISTRY OF INDUSTRIES AND NATURAL ESOURCES.** | **119** | | | | |
| **Industries Division .. .. .. ..** | **86** | | | | |
| Researh Officer (Metric Cell), Class II .. | 1 | 8 | 2 | 2 | 1 |
| Economic Investigator, Metric Cell, Class II .. | 1 | 8 | 7 | 7 | 1 |
| Statistical Officer, Class II .. .. .. | 1 | 7 | 1 | 1 | 1 |
| Research Officer, Price Stabilisation Wing, Class I. | 1 | 9 | 8 | (*a*) | .. |
| Cost Accountant, Price Stabilisation, Class I .. | 1 | (*b*) | .. | .. | .. |
| Statistician, Price Stabilisation Wing, Class I .. | 1 | 7 | 7 | (*a*) | .. |
| Economic Investigator, Price Stabilisation, Class II. | 1 | 3 | 3 | (*a*) | .. |
| Economic Investigator, Metric Cell, Class II .. | 1 | 7 | 7 | (*a*) | .. |
| Inspector of Explosives, Deptt. of Explosives, Class I. | 2 | 7 | 4 | (*a*) | .. |
| Asstt. Inspectors of Explosives, Deptt. of Explosives, Class II. | 2 | 9 | 9 | (*a*) | .. |
| Asstt. Director (Technical), Deptt. of I.P. & S., Class I. | 2 | (*e*) | .. | .. | (*o*) |
| Examiner of Stores, Deptt. of I.P. & S., Class II. | 6 | 15 | 9 | 9 | 1 |
| Director (Technical), Deptt. of I.P. & S., Class I. | 1 | 6 | 3 | 3 | (*f*) |
| Estimator, Deptt. of I.P. & S., Class II .. | 1 | 5 | 2 | 2 | 1 |
| Asstt. Director, Deptt. of I.P. & S., Class I .. | 1 | 7 | 4 | 4 | 1 |
| Director (Technical), Deptt. of I.P. & S., Class I. | 1 | 9 | 5 | (*a*) | .. |
| Asstt. Director (Technical), Deptt. of I. P. & S., Class I. | 3 | 3 | 2 | (*a*) | .. |
| Receptionist, Deptt. of I. P. & S., Class II .. | 1 | 4 | (*f*) | .. | (*o*) |
| Assistant Director of Inspection, Deptt. of I.P. & S., Class I. | 1 | 1 | (*c*) | .. | .. |
| Examiner of Stores (Textile), Deptt. of I.P. & S., Class II. | 2 | 19 | (*c*) | .. | .. |
| Investigator, Deptt. of I.P. & S., Class II .. | 1 | (*d*) | .. | .. | .. |
| Overseer, Govt. of Pakistan Press, Class II .. | 2 | 8 | 3 | 3 | 2 |
| Maintenance Engineer, Stationery & Printing Deptt., Class I. | 1 | 7 | (*c*) | .. | .. |
| Asstt. Maintenance Engineer, Govt. of Pak. Press, Islamabad, Class II. | 1 | (*b*) | .. | .. | .. |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Examiner of Patents, Deptt. of Patents & Designs, Class II. | 2 | (*e*) | .. | .. | (*o*) |
| Chemical Examiners, Central Testing Laboratories, Class II. | 11 | 43 | 34 | (*a*) | .. |
| Physical & Engineering Examiners, Central Testing Laboratories, Class II. | 7 | 16 | 10 | (*a*) | .. |
| Gaugers, Central Testing Laboratories, Cl. II .. | 2 | 4 | 4 | (*a*) | .. |
| Foreman, Central Testing Laboratories, Cl. II .. | 1 | 6 | (*c*) | .. | .. |
| Hostel Warden-*cum*-Physical Instructor, Swedish Pakistani Institute of Technology, Class II. | 1 | 12 | 9 | 8 | 1 |
| Teachers Training Instructor, SPIT, Cl. II .. | 1 | .. | .. | .. | (*g*) |
| Officer on Special Duty, SPIT, Cl. I .. .. | 1 | (*j*) | .. | .. | .. |
| Dy. Director, SPIT, Class I .. .. .. | 1 | (*j*) | .. | .. | .. |
| Vocational Instructors, SPIT, Class II .. | 17 | 84 | 68 | (*a*) | .. |
| Head Technical Teacher, Training Instructor, SPIT, Class I. | 1 | 2 | 2 | (*a*) | .. |
| Overseer, Govt. of Pakistan Press, Class II .. | 2 | (*d*) | .. | .. | .. |
| Assistant Manager (Works), Govt. of Pakistan Press, Class II. | 1 | (*d*) | .. | .. | .. |
| Deputy Director, Swedish Pakistan Institute, Class I. | 1 | (*d*) | .. | .. | .. |
| Deputy Director (Textiles), Deptt. of I.P. & S., Class I. | 1 | (*d*) | .. | .. | .. |
| **Natural Resources Division** .. .. .. | 33 | | | | |
| Economic Investigator, Petroleum Planning & Pricing Cell, Class II. | 2 | 11 | 10 | 10 | 1 |
| Accounts Officer, Petroleum Planning & Pricing Cell, Class I. | 1 | (*d*) | .. | .. | .. |
| Asstt. Director (Technical), Petroleum Planning & Pricing Cell, Class I. | 1 | 9 | (*f*) | .. | .. |
| Asstt. Director (Tech.), Petroleum Planning and Pricing Cell, Class I. | 1 | (*d*) | .. | .. | .. |
| Economic Investigator, Petroleum Planning & Pricing Cell, Class II. | 1 | (*d*) | .. | .. | .. |
| Caretaker, Buildings, GSP., Class II .. .. | 1 | 11 | 7 | (*f*) | (*o*) |
| Asstt. Chemists, GSP, Class II .. .. | 6 | 13 | 12 | (*a*) | .. |
| Asstt. Director (Asstt. Geologist), GSP, Class II. | 17 | 84 | 75 | (*a*) | .. |
| Asstt. Director, Network Analyser Study Centre, Lahore, Class II. | 2 | (*e*) | .. | .. | (*o*) |
| Assistant Adviser (Power), Chief Engineering Advisers' Office, Class I. | 1 | 4 | 4 | 3 | (*o*) |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| ISTRY OF INFORMATION AND BROAD-TING. | 73 | | | | |
| Research Officer, Basic Democracies Wing, Class II. | 1 | (*j*) | .. | .. | .. |
| Research Officer, Bureau of National Research & Reference, Class I. | 1 | (*b*) | .. | .. | .. |
| Officer on Special Duty (Film Advisory Council), Class I. | 1 | (*j*) | .. | .. | .. |
| Asstt. Editor (Pakistan Magazine), DFP, Cl. II .. | 1 | 10 | 4 | 4 | (*f*) |
| Cameraman, DFP, Class II .. .. | 1 | .. | .. | .. | (*g*) |
| Production Manager, DFP, Class II .. .. | 2 | 13 | 7 | (*a*) | .. |
| Sound Supervisor, DFP, Class II .. .. | 1 | 1 | 1 | 1 | (*f*) |
| Editor, Mahe Nau (Urdu), DFP, Class II .. | 1 | 9 | 5 | 3 | (*f*) |
| Electrical Engineer, DFP, Class II .. .. | 1 | 1 | (*f*) | .. | .. |
| Layout Experts, DFP, Class II .. .. | 2 | 11 | 7 | (*a*) | .. |
| Cameraman, DFP, Class II .. .. .. | 1 | 4 | 3 | 3 | *f*(*o*) |
| Asstt. Editor (Pak. Magazine), DFP, Class II .. | 1 | 4 | 4 | (*a*) | .. |
| Officer-in-Charge (Photo Section), Class II .. | 1 | 4 | 4 | (*a*) | .. |
| Electrical Engineer, DFP, Class II .. .. | 1 | (*b*) | .. | .. | .. |
| Asstt. Information Officer, Press Information Deptt., Class II. | 13 | 132 | 80 | (*r*) | .. |
| Asstt. Editor, Pak Jamhuriat Weekly (Urdu), Press Information Deptt., Class II. | 1 | 12 | 8 | 7 | 1 |
| Business Manager, Regional Information Office, Dacca, Class II. | 1 | 4 | 3 | 3 | 1 |
| Asstt. Information Officer, Class II .. .. | 1 | 14 | 7 | (*a*) | .. |
| Asstt. Information Officer (Arabic), Class II .. | 1 | (*b*) | .. | .. | .. |
| Principal, Central Training Institute in Television, Class I. | 1 | 3 | 1 | .. | (*o*) |
| Editor, Pakistan Calling, Radio Pak., Class II .. | 1 | 3 | 1 | 1 | (*f*) |
| Stores Officer, Dte. of Radio Pak., Cl. I .. | 1 | 33 | 26 | 26 | 1 |
| Security Officer, Radio Pak., Cl.II .. .. | 1 | 3 | 3 | 3 | (*f*) |
| Sub-Editors, Radio Pak., Class II. .. .. | 2 | 10 | 5 | 3 | 1 |
| Adviser, Iranian, External Services Deptt., Radio Pak., Class II. | 1 | 7 | 3 | 3 | 1 |
| Programme Supervisor (Afghan Persian), External Services Deptt., Radio Pak., Class II. | 1 | 4 | 3 | 3 | 1 |
| Editor, Elan, Radio Pak., Class II .. .. | 1 | 5 | 4 | 4 | 1 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Asstt. Business Manager, Radio Pak., Class II .. | 3 | 16 | 9 | (a) | .. |
| Asstt. Research Officer, Tribal Publicity Organisation, Class II. | 2 | 28 | 12 | 6 | 2 |
| Deputy Director, Regional Publication Office, Dacca, Class I. | 1 | (d) | .. | .. | .. |
| Sound Supervisor, Deptt. of Films and Publications, Class II. | 1 | (d) | .. | .. | .. |
| Deputy Director (Production and Distribution) Deptt. of Films and Publications, Class I. | 1 | (d) | .. | .. | .. |
| School Broadcast Officer, Radio Pak., Class II .. | 2 | (d) | .. | .. | .. |
| Programme Supervisor (Arabic), External Services, Radio Pakistan, Class II. | 1 | (d) | .. | .. | .. |
| Editor Mah-e-Nau (Urdu), Deptt. of Films and Publications, Class II. | 1 | (d) | .. | .. | .. |
| Regional Engineer, Radio Pakistan, Cl. I .. | 17 | (d) | .. | .. | .. |
| Asstt. Talks Officer, Radio Pakistan, Cl. II .. | 1 | (d) | .. | .. | .. |
| Figure Artist-*cum*-Layout Expert, Deptt. of Films and Publications, Class II. | 1 | (d) | .. | .. | .. |
| **MINISTRY OF LAW AND PARLIAMENTARY AFFAIRS** .. .. .. .. | **8** | | | | |
| **Law Division** .. .. .. .. | **1** | | | | |
| Secy., Advisory Council of Islamic Ideology, Cl. I | 1 | (d) | .. | .. | |
| NATIONAL ASSEMBLY SECRETARIAT .. | 7 | | | | |
| Official Reporter (English), National Assembly Sectt., Class II. | 3 | 19 | 18 | (i) | |
| Senior Translator (Urdu), National Assembly Sectt., Class II. | 2 | 9 | (c) | .. | |
| Interpreter-*cum*-Translator, National Assembly Secretariat, Class II. | 1 | (d) | .. | .. | |
| Official Reporter (Urdu), National Assembly Sectt., Class II. | 1 | 18 | 15 | (i) | |

## ANNEXURE TO APPENDIX 'B' (i)

(Para. 77)

*List of Recruitment Cases of* 1967 *where candidates could not be recommended*

1. Assistant Director (Technical), Department of Investment Promotion and Supplies. Class I.
2. Editor, Pakistan Calling, Radio Pakistan. Class II.
3. Senior Marketing Officer (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics. Class I.
4. Assistant Director, Network Analyser Study Centre, Lahore. Class II.
5. Official Reporter (Urdu), National Assembly Secretariat. Class II.
6. Senior Serologist, National Health Laboratory. Class I.
7. Principal, Central Training Institute in Television. Class I.
8. Regional Assistant Controllers of Jute, Jute Board. Class II.
9. Radio Electrical Engineer, Department of Locust Warning and Plant Quarantine. Class I.
10. Assistant Editor (Pakistan Magazine), Department of Films and Publications. Class II.
11. Senior Engineer, Department of Locust Warning and Plant Quarantine. Class I.
12. Assistant Librarian, Ministry of Foreign Affairs, Class II.
13. Electrical/Mechanical Engineer, Marine Academy, Chittagong. Class I.
14. Wool Grading Inspector, Department of Marketing Intelligence and Agricultural Statistics. Class II.
15. Director (Technical), Department of Investment Promotion and Supplies. Class I.
16. Research Officer, Cotton Board. Class II.
17. Research Officer (Publications), Ministry of Finance. Class II.
18. Security Officer, Radio Pakistan. Class II.
19. Medical Officer, Department of Locust Warning and Plant Quarantine. Class II.
20. Directors in the Tariff Commission. Class I.
21. Deputy Consulting Engineer (Roads), Central Roads Organisation. Class I.
22. Nautical Instructor, Marine Academy, Chittagong. Class I.
23. Deputy Assistant Directors, Cabinet Division. Class I.
24. Care Taker Buildings, Geological Survey of Pakistan. Class II.
25. Research Officers, Water and Power Section, Planning Divn. Class II.
26. Deputy Consulting Engineer (Bridges), Central Roads Organisation. Class I.
27. Technical Assistant (Statistics), Central Bureau of Education. Class II.
28. Ichthye-logist, Zoological Survey Department. Class I.
29. Assistant Chief, Water and Power Section (Water Side), Planning Division. Class I.
30. Assistant Director, Research and Statistics, Central Board of Revenue. Class I.
31. Professor of Microbiology, Jinnah Postgraduate Medical Centre. Class I.
32. Sound Supervisor, Department of Films and Publication. Class II.
33. Copy-right Assistant, Copy-right Office. Class II.

34. Zoologist, Zoological Survey Department, Class I.

35. Marine Zoologist, Zoological Survey Department. Class I.

36. Lecturer in Pharmacology and Therapeutics, Health Division. Class I.

37. Clinicians, Directorate of Nutrition and Research. Class I.

38. Associate Surgeon (Neurosurgery) and Assistant Professor, Central Government Hospital Class I.

39. Electrical Engineer, Department of Films and Publications. Class II.

40. Assistant Director (Technical), Petroleum Planning and Pricing Cell. Class I.

41. Lecturer, Railway Accounts Academy, Quetta. Class I.

42. Assistant Adviser (Power), Chief Engineering Adviser's Office, Class I.

43. Assistant Directors (Rice Milling), Directorate General of Food. Class II.

44. Assistant Technological Adviser for Electrical/Electronics Engineering, Scientific and Technological Research Division, Class I.

45. Cameraman, Department of Films and Publications. Class II.

46. Receptionist, Department of Investment Promotion and Supplies. Class II.

47. Chemical Assistant, Department of Archaeology. Class II.

48. Biochemist, Zoological Survey Department. Class II.

49. Senior Engineer, Department of Locust Warning and Plant Quarantine. Class I.

50. Examiner of Patents, Department of Patents and Designs. Class II.

51. Audit Officer, Pakistan Audit Department. Class I.

## APPENDIX B (ii)

(Para. 77)

*Position of Recruitment cases of Pre-*1967 *years carried over to* 1967

| Ministry/Division | No. of posts requisitioned | No. of Applications received | Selected for interview | Actually interviewed | Recommended for appointment |
|---|---|---|---|---|---|
| **SIDENT'S SECRETARIAT** .. .. | **85** | | | | |
| **anning Division** .. .. .. .. | **15** | | | | |
| Senior Economist, Class I .. .. .. | 1 | 3 | *2 | *2 | *1 |
| Deputy Chief (Public Administration) Class I .. | 1 | 16 | *11 | *10 | *1 |
| Assistant Chief, Economic Section Class I .. | 5 | *95 | *39 | *33 | *5 |
| Economic Investigator (Agriculture & Food Section) Class II. | 1 | (*d*) | .. | .. | .. |
| Research Officer (Economic Section), Class II .. | 1 | 15 | 6 | 5 | *1 |
| Chief, Education Section, Class I .. .. | 1 | 17 | *11 | *10 | *1 |
| Chief, Health Section, Class I .. .. | 1 | 15 | *14 | *10 | *1 |
| Chief, Perspective Planning Section Class I .. | 1 | 16 | *11 | *9 | *1 |
| Deputy Chief, Project Wing (Cost Accountant) Class I. | 1 | 5 | *5 | *4 | *1 |
| Assistant Chief, Education Section, Class I .. | 1 | 22 | *10 | *10 | *1 |
| Assistant Chief, Physical Planning & Housing Section, Class I. | 1 | 18 | *15 | *10 | *1 |
| **onomic Affairs Division** .. .. .. | **69** | | | | |
| Field Coordinator CSO., Class II .. .. | 9 | 44 | *33 | *33 | *8 |
| Statistical Investigators, CSO Class II .. | 49 | 196 | 152 | 130 | *40 |
| Chief Statistical Officer, CSO., Class I .. | 1 | (*d*) | .. | .. | .. |
| Statistical Officer, CSO., Class II .. .. | 6 | *57 | *38 | *32 | *5 |
| Survey Officer, CSO., Class II .. .. | 3 | *36 | *26 | *21 | *3 |
| Research Officer, Class II .. .. .. | 1 | (*j*) | .. | .. | .. |
| **ientific and Technological Research Division** .. | **1** | | | | |
| Assistant Technological Adviser (Electrical/ Electronics Engineering) Class I. | 1 | (*e*) | .. | .. | (*o*) |
| **INET SECRETARIAT** .. .. .. | **164** | | | | |
| **binet Division** .. .. .. .. | **4** | | | | |
| Deputy Assistant Director, Class I .. .. | 4 | 94 | 38 | *38 | *2 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| **CENTRAL PUBLIC SERVICE COMMISSION** .. | 2 | | | | |
| Tester, C.P.S.C. Class II .. .. .. | 1 | 9 | 6 | *4 | *1 |
| *Tester, C.P.S.C. Class II .. .. .. | 1 | *9 | *3 | *3 | *1 |
| **ESTABLISHMENT DIVISION** .. .. | 158 | | | | |
| *Assistant Divisional Engineer, Telegraph Engineering Service, Class I. | 155 | *301 | 287 | 227 | [illegible] |
| Administrative Officer, Civil Service Academy, Lahore, Class II. | 1 | 28 | *15 | *12 | [illegible] |
| Project Supervisor (Multipurpose Community Centre), Class II. | 1 | 13 | *9 | *8 | [illegible] |
| *Research Officer, All Pakistan Public Administration Research Centre, Class I. | 1 | *24 | *16 | *9 | [illegible] |
| **MINISTRY OF AGRICULTURE AND WORKS** .. | 115 | | | | |
| **Food and Agriculture Division** .. .. .. | 49 | | | | |
| Chemist, Department of Locust Warning & Plant Quarantine, Class I. | 1 | 8 | *5 | *5 | [illegible] |
| Senior Grading Officer (Tobacco) M.I.A.S. Class I. | 1 | 8 | 4 | 3 | [illegible] |
| Statistical Assistants, MIAS, Class II .. | 2 | 6 | *6 | *6 | [illegible] |
| Grading Inspector (Hides & Skins), MIAS., Class II. | 5 | 23 | *20 | *18 | [illegible] |
| *Deputy Director (Field), Soil Survey Project, Class I. | 1 | *14 | *13 | *12 | [illegible] |
| Deputy Director (Research), Soil Survey Project, Class I. | 2 | (*d*) | .. | .. | [illegible] |
| Cartographer, Soil Survey project, Class II .. | 2 | 1 | 1 | .. | [illegible] |
| *Director, East Wing, Soil Survey Project of Pakistan, Class I. | 1 | *3 | *3 | *3 | [illegible] |
| *Assistant Soil Survey Research Officer, Soil Survey Project, Class II. | 14 | *55 | *55 | *38 | |
| *Director of Research (Agriculture) Agriculture Research Council of Pakistan, Class I. | 1 | *2 | *2 | *2 | |
| Survey Officer, Agricultural Census Commission, Class I. | 2 | 10 | *8 | *6 | |
| Statistical Investigator, Agricultural Census Organisation, Class II. | 2 | 12 | *12 | *11 | |
| *Deputy Director (Rice Milling), D.G. Food, Class I. | 1 | *6 | *6 | *6 | |
| *Assistant Director (Rice Milling) D.G. Food, Class II. | 3 | *1 | *(*f*) | .. | |
| Technical Assistant, D.G. Food Class II | .. | 6 | 8 | *8 | *7 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| :chthyologist, Zoological Survey Department, Class II. | 1 | 1 | *1 | *1 | *(*o*) |
| Stores Officer, Survey of Pakistan, Class II .. | 1 | 31 | *12 | *12 | *1 |
| Shipping Officers Directorate General of Food, Class II. | 3 | *38 | *34 | .. | (*b*) |
| **ABILITATION AND WORKS DIVISION ..** | **66** | | | | |
| Assistant Architects, Pak. PWD Class II .. | 17 | *35 | *26 | .. | (*b*) |
| Assistant Comptroller (Rest Houses) Class II .. | 1 | 18 | *4 | *4 | *1 |
| Additional Estate Officer, Class I .. .. | 1 | 10 | *6 | *6 | *1 |
| Assistant Estate Officer, Class II .. .. | 1 | 28 | *16 | *16 | *1 |
| Assistant Executive Engineer (Civil, E&M) Pak. PWD, Class I. | 25 | *226 | *117 | *117 | *23 |
| Senior Architect, Pak. PWD Class I .. .. | 1 | (*d*) | .. | .. | .. |
| Junior Architects, Pak. PWD Class I .. | 3 | 3 | (*f*) | .. | (*o*) |
| Assistant Engineer (Civil), Pak. PWD Class II .. | 7 | *11 | *11 | *7 | *4 |
| Assistant Engineer (E&M), Pak. PWD Class II .. | 10 | *7 | *6 | *3 | *2 |
| **ISTRY OF COMMERCE .. .. ..** | **6** | | | | |
| Research Officer, Export Promotion Bureau, Class II. | 1 | 11 | 5 | 5 | *(*o*) |
| Deputy Director (Publication), Export Promotion Bureau, Class I. | 1 | *30 | *14 | *13 | *1 |
| Examiner of Trade Marks, Trade Marks Registry, Class II. | 1 | *(*j*) | .. | .. | .. |
| Deputy Director (External Marketing and Industry Division) Jute Board, Class I. | 1 | *10 | *3 | *2 | *(*o*) |
| Investigator, Tariff Commission Class II .. | 2 | 20 | 6 | 4 | *2 |
| **ISTRY OF COMMUNICATIONS ..** | **6** | | | | |
| Electrical/Mechanical Engineer, Marine Academy, Chittagong, Class I. | 1 | 2 | 1 | .. | *(*o*) |
| School Master, Marine Academy, Chittagong Class II. | 1 | *2 | *2 | *2 | *1 |
| Assistant Harbour Master, Chalna Anchorage, Class I. | 1 | *2 | *2 | *2 | *(*d*) |
| Assistant Surgeon, Telegraph Workshop, Class II | 1 | *1 | *1 | .. | *(*o*) |
| Assistant Surgeon Medical Officer, Pakistan Telegraph and Telephones Department, Class II. | 1 | (*d*) | .. | .. | .. |
| Statistical Investigator, Central Roads Organisation, Class II. | 1 | 1 | 1 | 1 | *(*o*) |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| **MINISTRY OF DEFENCE** .. .. .. | 55 | | | | |
| *Tourist Officers, Deptt. of Tourism, Class II .. | 11 | *72 | *39 | *33 | |
| Administrative Officer, Pak. Meteorological Department, Class II. | 1 | *(*j*) | .. | .. | |
| Assistant Meteorologist, Pakistan Meteorological Deptt, Class II. | 10 | 34 | 28 | *24 | |
| *Assistant Communication Engineer, Pakistan Meteorological Deptt. Class II. | 2 | *15 | *13 | *12 | |
| *Meteorologist, Pak. Meteorological Department, Class I. | 6 | *53 | *35 | *(*h*) | |
| Statistician, Deptt. of Tourism, Class II .. | 2 | 12 | 9 | *9 | |
| *Assistant Director, Deptt. of Tourism, Class I .. | 2 | *55 | *37 | *31 | |
| Scriptwriter, Deptt. of Tourism, Class I .. | 2 | (*d*) | .. | .. | |
| Audit & Accounts Officer, Deptt. of Tourism, Class II. | 1 | *12 | *4 | *3 | |
| *Head of Deptt. (One each of English and History or Geography or Political Science or Economics), Pak. Military Academy, Kakul Class I. | 2 | *24 | *12 | *(*a*) | |
| Academic Instructors, (English-3, Physics-2 Mathematics-1, Muslim History-1 International Affairs-1, Geography-1 and Economics-1) Pakistan Military Academy Kakul, Class I. | 10 | *79 | *37 | *37 | |
| *Lecture in Civil Engineering, Military College of Engg., Class II. | 2 | *(*e*) | .. | .. | |
| *Lecturer in Electrical/Mechanical, Military College of Engineering, Class II. | 1 | *(*e*) | .. | .. | |
| *Professor in Civil Engineering, Military College of Engg., Class I. | 1 | *(*e*) | .. | .. | |
| Engineer, Department of Cyphers, Class I .. | 1 | 3 | 3 | *3 | |
| Reader in Mathematics & Science, Military College of Engg, Risalpur Cl. I. | 1 | (*d*) | .. | .. | |
| **MINISTRY OF EDUCATION** .. .. .. | 8 | | | | |
| Microfilming & Photostating Officer, Dte. of Archives and Libraries, Class I. | 1 | 2 | 2 | 2 | |
| *Chemical Assistant in the Department of Archaeology, Class II. | 1 | *2 | *1 | *1 | |
| *Asstt. Supd for Numismatics, Deptt. of Archaeology, Class II. | 1 | *8 | *7 | *6 | |
| *Field Officer, Department of Archaeology, Class II. | 1 | *21 | *18 | *15 | |
| *Epigraphical Assistant, Department of Archaeology, Class II. | 1 | *10 | *5 | *5 | |
| *Assistant Superintendent of Archaeology, Class I. | 3 | *51 | *44 | *(*a*) | |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| INISTRY OF FINANCE .. .. .. | 22 | | | | |
| Economic Investigator, Class II .. .. | 2 | 8 | 4 | *4 | *2 |
| Audit Officer, Pakistan Audit Department, Class I | 1 | 4 | *2 | *2 | *(*o*) |
| Economic Analyst, Class I .. .. .. | 1 | *1 | *1 | *(*a*) | .. |
| Economic Investigator, Class II .. .. | 1 | (*d*) | .. | .. | .. |
| *Appraisers (Technical) Custom House, Class II.. | 17 | *85 | *(*c*) | .. | .. |
| INISTRY OF HEALTH, LABOUR AND SOCIAL ELFARE. | 107 | | | | |
| Health Division .. .. .. .. | 98 | | | | |
| Supervisor, Basic Medical Science Unit Workshop, JPMC., Class II. | 1 | 3 | 1 | *1 | *1 |
| Senior Accountant, Dte. of Nutrition and Research, Class II. | 1 | (*d*) | .. | .. | .. |
| Deputy Section Officer, Dte. of Central Health Establishment and Stores, Class II. | 4 | 37 | *15 | *15 | *3 |
| *Assistant Biochemist, Dte. of Nutrition and Research, Class II. | 2 | *7 | *5 | *5 | *2 |
| Associate Physician (Paediatrics), Central Govt. Hospitals, Class I. | 1 | 4 | 4 | *(*h*) | .. |
| Deputy Director (Pharmaceutical), Central Govt. Hospitals, Class I. | 1 | 3 | *(*h*) | .. | .. |
| Principal, College of Nursing, JPMC., Class I .. | 1 | 4 | *(*h*) | .. | .. |
| Assistant Prof. of Physiology, JPMC., Class I .. | 1 | 1 | *(*h*) | .. | .. |
| *Civil Surgeon, Dacca, Class I .. .. | 1 | *5 | *4 | *4 | *1 |
| *Statistical Officer, Dte. of T.B. Control, Class I .. | 1 | *21 | *4 | *4 | *1 |
| *Medical Officer, Central Govt. Dispensary, Class II. | 82 | *109 | *100 | *100 | *77 |
| *Librarian, JPMC., Class I .. .. .. | 1 | *2 | *1 | *1 | *1 |
| Registrar (Medicine), JPMC., Class I .. .. | 1 | *(*h*) | .. | .. | .. |
| ABOUR AND SOCIAL WELFARE DIVISION .. | 9 | | | | |
| Central Inspector of Mines, Class I .. .. | 1 | 7 | *7 | *7 | *1 |
| Director, National Apprenticeship Training Unit, Class I. | 1 | 3 | *3 | *2 | *(*o*) |
| Deputy Director, National Apprenticeship Training Unit, Class I. | 1 | 5 | *3 | *3 | *(*o*) |
| Assistant Director, National Apprenticeship Training Unit, Class I. | 2 | 1 | *1 | *1 | *(*o*) |
| Deputy Director General, National Training Board, National Manpower Council, Class I. | 1 | 2 | *1 | *1 | *(*o*) |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Deputy Director General, High Level Personnel Committee, National Manpower Council, Class I. | 1 | 8 | *6 | *5 | *1 |
| *Deputy Director General, Civil Works Board, National Manpower Council Class I. | 1 | *6 | *3 | *3 | *(o) |
| *Research Officer, National Manpower Council, Class I. | 1 | *4 | *2 | *2 | *1 |
| **MINISTRY OF INFORMATION AND BROADCASTING** | 88 | | | | |
| Programme Supervisor (Arabic), Radio Pakistan, Class II. | 1 | *5 | *2 | *2 | *1 |
| Programme Supervisor (Burmese), Radio Pakistan, Class II. | 1 | *1 | *1 | *1 | *1 |
| Urdu Supervisor, Radio Pakistan, Class II .. | 1 | 20 | 5(*i*) | *3 | *1 |
| Radio Engineer, Class II .. .. .. | 49 | *160 | *(*j*) | .. | .. |
| Assistant Talks Officer, Radio Pakistan, Class II | 2 | 29 | 18 | *17 | *2 |
| Assistant News Editor, Radio Pakistan, Class II .. | 2 | 14 | 5 | *5 | *2 |
| *School Broadcast Officer, Radio Pakistan, Class II. | 1 | *22 | *17 | *16 | *1 |
| *Assistant Business Manager, Radio Pakistan, Class II. | 3 | *6 | *(*f*) | .. | *(o) |
| *Junior Instructor (Programmes), Central Training Institute (T.V.), Class I. | 2 | *8 | *5 | *5 | *1 |
| *Junior Instructor (Engineering), Central Training Institute (TV) Class I. | 2 | *15 | *11 | *11 | *2 |
| Regional Engineer, Television Directorate, Class I. | 1 | *(*j*) | .. | .. | .. |
| *Senior Instructor, Engineering, Central Training Institute (TV), Class I. | 2 | *12 | *3 | *3 | *2 |
| *Senior Instructor, Programmes, Central Training Institute (TV), Class I. | 2 | *8 | *4 | *4 | *(o) |
| Deputy Chief Engineer, Television Dte., Class I .. | 1 | *9 | *7 | *(*j*) | .. |
| *Assistant Planning & Maintenance Engineer, Television Dte., Class I. | 1 | *3 | *(*j*) | .. | .. |
| News Editor, DFP, Class II .. .. | 1 | 11 | 8 | *7 | |
| Field Exhibition Officer, DFP, Class II .. | 2 | 19 | 11 | 11 | |
| Production Manager, DFP Class II .. .. | 3 | 10 | 5 | *5 | |
| Deputy Director (Arts and Designing) DFP, Class I. | 1 | 17 | *14 | *14 | |
| Layout Expert, DFP, Class II .. .. | 2 | *7 | *6 | *6 | * |
| Editor (Baluchi) TPO, Class II .. .. | 1 | 4 | 4 | *4 | |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Officer on Special Duty, Class I .. .. | 1 | *68 | *29 | *27 | *1 |
| *Assistant Information Officer (Arabic), DFP, Class II. | 1 | *11 | *11 | *11 | *1 |
| Assistant Research Officer, Class II .. .. | 1 | 33 | *5 | *5 | *1 |
| Assistant Public Relations Officer, Dte. General Public Relations, Cl. II. | 2 | 30 | *17 | *16 | *2 |
| Planning and Evaluation Adviser, B.D. Wing, Class I. | 1 | *16 | *12 | *12 | *1 |
| Film Inspector, Central Board of Film Censors, Class II. | 1 | 22 | *12 | *7 | *1 |
| **NISTRY OF HOME AND KASHMIR AFFAIRS.** | 5 | | | | |
| **Iome Affairs Division** .. .. .. | 3 | | | | |
| *Geographer, Census Organisation, Class I .. | 1 | *12 | *8 | *8 | *1 |
| *Assistant Director, Civil Defence, Class II .. | 1 | *6 | *4 | *4 | *1 |
| *Census Officer, Census Organisation, Class I .. | 1 | *19 | *(*j*) | .. | .. |
| **(ashmir Affairs Division** .. .. .. | 2 | | | | |
| Resettlement and Liaison Officer, Class I .. | 1 | *(*j*) | .. | .. | .. |
| Deputy Director, Civil Supplies and Transport (Distribution and Procurement), Class II. | 1 | *23 | *14 | *12 | *1 |
| **TIONAL ASSEMBLY SECRETARIAT** .. | 5 | | | | |
| Interpreter-cum-Translator, Class II .. .. | 3 | 32 | 21(*i*) | *8 | *3 |
| Senior Translator (Urdu), Class II .. .. | 2 | 4 | 2(*i*) | *2 | *1 |
| **v Division** .. .. .. .. .. | 3 | | | | |
| Research Officer, Advisory Council of Islamic Ideology, Class I. | 1 | 9 | 2 | *1 | *1 |
| Research Officer, Class I .. .. .. | 1 | 45 | *38 | *32 | *1 |
| *Librarian, Class II .. .. .. .. | 1 | *28 | *26 | *23 | *1 |
| **NISTRY OF FOREIGN AFFAIRS** .. .. | 9 | | | | |
| Deputy Legal Adviser, Class I .. .. | 2 | 26 | 13 | *12 | *2 |
| Assistant Librarian, Class II .. .. | 1 | 2 | *(*f*) | .. | *(*o*) |
| *Research Officer, Class II .. .. .. | 6 | *37 | *19 | *19 | *3 |
| **NISTRY OF INDUSTRIES AND NATURAL SOURCES.** | 92 | | | | |
| **ndustries Division** .. .. .. .. | 52 | | | | |
| Publicity Organiser, Metric Cell, Class II .. | 1 | 5 | 4 | *2 | *1 |
| Field Research Officer, Price Stabilisation Wing, Class II. | 6 | *135 | *56 | *51 | *6 |

| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| Economic Investigator, Planning Cell, Class II .. | 1 | 6 | *5 | *5 | *1 |
| *Assistant Inspector of Explosives, Deptt. of Explosives, Class II. | 2 | *4 | *(*f*) | .. | *(*o*) |
| Vocational Instructor (Foundry) SPIT, Class II.. | 1 | (*d*) | .. | .. | .. |
| Vocational Instructor, SPIT, Gujrat, Class II (Instrumental-I Mechanical-2 Foundry-2, Automobile-2 Welding-2) | 9 | 17 | 10 | 10 | *8 |
| Officer on Special Duty, Kaptai, SPIT, Class I .. | 1 | (*d*) | .. | .. | .. |
| Vocational Instructor, (Electrical-1 Mechanical-1 Welding-1 Wood Working Joinery-2) SPIT, Class II (Landhi) | 5 | 14 | *14 | *11 | *4 |
| Instructor (Management and Industrial Economics) SPIT, Kaptai, Class II. | 1 | *1 | *1 | *1 | *(*o*) |
| *Instructor (Automobile) Kaptai, SPIT., Class II | 1 | *7 | *7 | *7 | *1 |
| *Instructor (Science) SPIT, Kaptai, Class II .. | 1 | *3 | *3 | *3 | *1 |
| *Instructor (Metal Working) SPIT. Kapati, Class II. | 1 | *7 | *6 | *(*a*) | .. |
| Examiner of Stores (Mechanical-3, Electrical-4 Chemical-1) Deptt. of IDS, Class II. | 8 | 25 | *16 | *14 | *5 |
| Investigator IPS, Class II .. .. .. | 6 | 36 | 24 | 24 | 5(*j*) |
| Estimator IPS, Class II .. .. .. | 1 | 3 | *1 | *1 | *(*o*) |
| *Examiner of Stores (Electrical) IPS, Class II .. | 2* | .. | .. | .. | .. |
| *Examiner of Stores (Chemical) IPS, Class II .. | 1* | .. | .. | .. | .. |
| Examiner of Stores (Paper) IPS, Class II .. | 4* | .. | .. | .. | .. |
| **NATURAL RESOURCES DIVISION** .. .. | 40 | | | | |
| Asstt. Director (Techanical) Petroleum Concession Cell, Cl. I. | 2 | 17 | 12 | 10 | *2 |
| Asstt. Director (Geologist) Geological Survey of Pak, Class I. | 4 | 51 | 20 | *17 | *2 |
| Economic Investigator Petroleum Planning and Pricing Cell, Class II. | 2 | 6 | *(*f*) | .. | *(*o*) |
| *Chemist, GSP, Class I .. .. .. | 1 | *6 | *4 | *(*a*) | .. |
| Asstt. Chemist, GSP, Class II .. .. | 2 | 7 | 6 | *4 | *1 |
| Cost Accountant, Petroleum Concession Cell, Class I. | 1 | 9 | *5 | *4 | *1 |
| Assistant Director (Assistant Geologist), Class II | 27 | *74 | *64 | *62 | *15 |
| Senior Geophysical Engineer, CSP Class I .. | 1 | *17 | *12 | *12 | *1 |

## ANNEXURE TO APPENDIX B (ii)

(Para. 77)

*List of recruitment cases of pre-1967 years and carried over to 1967 where candidates could not be recommended*

1. Research Officer, Cotton Board, Export Promotion Bureau. Class II.
2. Deputy Director (Field), Soil Survey Project, Food and Agriculture Division. Class I.
3. Cartographer, Soil Survey Project, Food and Agriculture Divn. Cl. II.
4. Statistical Investigator, Central Roads Organisation, Communication Division. Class II.
5. Assistant Surgeon, Telegraph Workshop. Class II.
6. Assistant Director (Rice Milling), Directorate General of Food. Class II.
7. Economic Investigator, Natural Resources Division. Class II.
8. Audit Officer, Commerical Audit Department, Ministry of Finance. Class I.
9. Assistant Information Officer (Arabic), Department of Films and Publications. Class II.
10. Electrical/Mechanical Engineer, Directorate of Ports and Shipping. Class I.
11. Deputy Director, Jute Board, Dacca. Class I.
12. Senior Instructor, Programmes, Central Training Institute in Television. Class I.
13. Instructor (Management and Industrial Economics), Swedish Pakistani Institute of Technology, Kaptai. Class II.
14. Layout Expert, Department of Films and Publications. Class II.
15. Estimator, Department of Investment Promotion and Supplies. Class I.
16. Assistant Technological Adviser, Electrical/Electronics Engineering, Technological Research Division. Class I.
17. Director, National Apprenticeship Training Unit, Labour and Social Welfare Division. Class I.
18. Assistant Librarian, Ministry of Foreign Affairs. Class II.
19. Deputy Director General (National Training Boards), National Manpower Council, Labour and Social Wlefare Division. Class I.
20. Ichthylogist, Zoological Survey Department. Class II.
21. Assistant Inspector of Explosives, Department of Explosives. Class II.
22. Director, Soil Survey, East Pakistan Soil Survey Project, Food and Agriculture Division. Class I.
23. Assistant Business Manager, Radio Pakistan. Class II.
24. Lecturer in Civil Engineering, Military College of Engineering. Class I.
25. Professor in Civil Engineering, Military College of Engineering. Class I.
26. Deputy Director General, Civil Works Board, National Manpower Council, Labour and Social Welfare Division. Class I.

## ANNEXURE 'C'

(Para. 77)

*Cases where candidates were recommended from the Reserve List in the year* 1967

1. Teachers Training Instructor, Swedish Pakistani Institute of Technology. Class II.
2. Cameraman, Department of Films and Publications. Class II.
3. Assistant Director (Research), Ministry of Foreign Affairs. Class I.
4. Appraisers, Custom House, Karachi. Class II.
5. Assistant Talks Officer, Radio Pakistan. Class II.

## APPENDIX 'D'

(Para. 77)

*Cases where Higher Start was recommended in* 1967

1. Interpreter-cum-Translator, National Assembly Secretariat. Class II.
2. Programme Supervisor (Arabic), Radio Pakistan. Class II.
3. Programme Supervisor (Burmese), Radio Pakistan. Class II.
4. News Editor, Department of Films and Publications. Class II.
5. Administrative Officer, Civil Service Academy, Lahore. Class II.
6. Assistant Director of Tourism, Ministry of Defence. Class I.
7. Superintendent for Training, Seamen's Training Centre, Directorate General of Ports and Shipping. Class II.

## APPENDIX 'E'

(Para . 77)

*List of recruitment cases where Permission for ad-hoc Appointment was Accorded in* 1967

1. Pilots in the Department of Locust Warning and Plant Quarantine. Class I.
2. Inspector of Explosives, Department of Explosives. Class I.
3. Overseer, Government of Pakistan Press. Class II.
4. Pilot, Chalna Anchorage. Class I.
5. Editor, Pakistan Calling, Radio Pakistan. Class II.
6. Senior Marketing Officer (Hides & Skins), Department of Marketing Intelligence and Agricultural Statistics. Class I.
7. Statistical Investigator, Central Statistical Office. Class II.
8. Senior Pathologist, National Health Laboratories. Class I.
9. Senior Serologist, National Health Laboratories. Class I.
10. Principal, Central Training Institute in Television. Class I.
11. Assistant Information Officers, Press Information Department. Class II.
12. Research Officer, Publications Section, Planning Division. Class II.
13. Assistant Research Officer, Tribal Publicity Organisation. Class II.
14. Regional Assistant Controllers of Jute, Jute Board. Class II.
15. Superintendent (Workshop), National Health Laboratories. Class II.
16. Hostel Warden-cum-Physical Instructor, Swedish Pakistani Institute of Technology. Class II.
17. Radio Electrical Engineer, Department of Locust Warning and Plant Quarantine. Class I.
18. Statistical Officer, Industries Division. Class II.
19. Assistant Editor (Pakistan Magazine), Department of Films and Publications. Class II.
20. Senior Engineer, Department of Locust Warning and Plant Quarantine. Class I.
21. Assistant Librarian, Ministry of Foreign Affairs. Class II.
22. Assistant Editor, Pak. Jamhuriat weekly (Urdu), Press Information Department. Class II.
23. Soil Survey Research Officer, Directorate of Soil Survey Project of Pakistan. Class II.
24. Junior Testing Officer (Hides & Skins), Department of Marketing Intelligence and Agricultural Statistics. Class II.
25. Examiner of Stores, Department of Investment Promotion and Supplies. Class II.
26. Superintendent, School of Medical Technology. Class I.
27. Assistant Chief, Physical Planning and Housing Section. Class I.
28. Junior Engineer, Department of Locust Warning and Plant Quarantine. Class II.
29. Statistical Investigator, Central Roads Organisation. Class II.
30. Director (Technical), Department of Investment Promotion and Supplies. Class I.
31. Research Officer, Cotton Board. Class II.

32. Statistical Officer, Directorate of Tuberculosis Control. Class II.

33. Assistant Port Hajj Officer, Port Hajj Office, Chittagong. Class II.

34. Survey Officer, Farm Management Research Scheme. Class II.

35. Research Investigator, Department of Marketing Intelligence and Agricultural Statistics. Class II.

36. Stores Officer, Directorate General of Radio Pakistan. Class I.

37. Research Officer (Publications), Ministry of Finance. Class II.

38. Cartographer, Food and Agriculture Division. Class II.

39. Medical Officer, Department of Locust Warning and Plant Quarantine. Class II.

40. Grading Inspectors (Tobacco), Department of Marketing Intelligence and Agricultural Statistics. Class II.

41. Research Officer, Manpower Section, Planning Division. Class II.

42. Research Officer, Water and Power Section, Planning Division. Class II.

43. Research Officer, Industries and Commerce Section, Planning Division. Class II.

44. Economic Investigator, Transport and Communications Section, Planning Division. Class II.

45. Economic Investigator, Economic Section, Planning Division. Class II.

46. Economic Investigator, Industries and Commerce, Planning Division. Class II.

47. Economic Investigator, Agriculture and Food Section, Planning Division. Class I.

48. Experimental Officer, Cabinet Division. Class II.

49. Junior Master (Islamiat), Military College, Jhelum. Class II.

50. Adviser, Iranian, External Services Department, Radio Pakistan. Class II.

51. Testing Assistants (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics. Class II.

52. Research Officer, Directorate of Research and Statistics, Central Board of Revenue. Class II.

53. Registrar (Survery), Jinnah Postgraduate Medical Centre. Class I.

54. Associate Surgeon (Gynaecology), Health Division, Class I.

55. Assistant Quarantine Entomologist, Department of Locust Warning and Plant Quarantine. Class II.

56. Production Manager, Department of Films and Publications. Class II.

57. Economist, Ministry of Finance. Class I.

58. Deputy Director, Department of Tourism. Class I.

59. Associate Surgeon and Professor (Gynaecology), Central Government Hospital. Class I.

60. Estimator, Department of Investment Promotion and Supplies. Class II.

61. Professor of Microbiology, Jinnah Postgraduate Medical Centre. Class I.

62. Assistant Professor of Pharmacology, Jinnah Postgaduate Medical Centre. Class I.

63. Junior Bacteriologist, National Health Laboratories. Class II.

64. Research Officer, Price Stabilisation Wing, Industries Division. Class I

65. Sound Supervisor, Department of Films and Publications. Class II.

66. Civilian Junior Master (Botany or Zoology), Military College, Jhelum. Class II.

67. Officer on Special Duty (Film Advisory Council), Ministry of Information and Broadcasting. Class I.

68. Economic Investigators, Ministry of Finance. Class II.

69. Lecturer in Pharmacology and Therapeutics, Health Division. Class I.

70. Associate Surgeon (Orthopaedic) and Assistant Professor, Central Government Hospitals. Class I.

71. Registrar, Casualty Department, Jinnah Postgraduate Medical Centre. Class I.

72. Clinicians, Directorate of Nutrition and Research. Class I.

73. Assistant Professors of Pathology, Jinnah Postgraduate Medical Centre. Class I.

74. Associate Surgeon (Neurosurgery) and Assistant Professor, Central Government Hospitals. Class I.

75. Associate Surgeon (Thoracic Surgery) and Assistant Professor, Central Government Hospitals. Class I.

76. Dental Surgeon, Central Government Hospitals. Class I.

77. Assistant Drugs Controllers, Health Division. Class I.

78. Assistant Secretary, Pharmacopoeia Committee. Class I.

79. Nursing Adviser, Health Division. Class I.

80. Principal, College of Nursing, Jinnah Postgraduate Medical Centre. Class I.

81. Deputy Director (Pharmaceutical), Central Drugs Laboratory. Class I.

82. Assistant Director, Central Health Establishment and Stores, Karachi. Class I.

83. Lecturer in Pathology, Health Division. Class I.

84. Drugs Controller, Health Division. Class I.

85. Radiologist (Therapy), Jinnah Postgraduate Medical Centre. Class I.

86. Professor of Biochemistry, Jinnah Postgraduate Medical Centre. Class I.

87. Associate Physician, Department of Cardiology, Jinnah Postgraduate Medical Centre. Class I.

88. Deputy Airport Health Officer, Karachi. Class I.

89. Assistant Professor of Physiology, Jinnah Postgraduate Medical Centre. Class I.

90. Associate Physician (Paediatrics), Central Government Hospitals. Class I.

91. Deputy Chief Director, National Savings, Central Directorate of National Savings. Class I.

92. Programme Supervisor (Afghan Persian), External Services Department, Radio Pakistan. Class II.

93. Electrical Engineer, Department of Films and Publications. Class II.

94. Assistant Estate Officer, Rehabilitation and Works Division. Class II.

95. Cost Accountant, Price Stabilisation Wing, Industries Division. Class I.

96. Statistician, Price Stabilisation Wing, Industries Division. Class I.

97. Statistical Investigators, Central Board of Revenue. Class II.

98. Layout Experts, Department of Films and Publications. Class II.

99. Assistant Director (Technical) Petroleum Planning and Pricing Cell, Natural Resources Division. Class I.

100. English Reporter, Tariff Commission. Class II.

101. Examiner of Patents, Department of Patents and Designs. Class II.

102. Assistant Comptroller (Rest Houses), Rehabilitation and Works Division. Class II.

103. Official Reporter (English), National Assembly Secretariat. Class II.

104. Business Manager, Regional Information Office, Dacca, Press Information Department. Class II.

105. Vocational Instructors, Swedish Pakistani Institute of Technology. Class II.

106. Junior Master (Urdu), Military College, Jhelum. Class II.

107. Technical Assistants, Ministry of Education. Class II.

108. Secretary, Advisory Council of Islamic Ideology. Class I.

109. Chemical Examiners, Central Testing Laboratories. Class II.

110. Physical and Engineering Examiners, Central Testing Laboratories. Class II.

111. Gaugers, Central Testing Laboratories. Class II.

112. Assistant Director (Cooperation), Department of Marketing Intelligence and Agricultural Statistics. Class II.

113. Foreman, Central Testing Laboratories. Class II.

114. Assistant Director (Rice Milling), Directorate General of Food. Class II.

115. Head Technical Teacher Training Instructor, Swedish Pakistani Institute of Technology. Class I.

116. Editor, Elan, Radio Pakistan. Class II.

117. Assistant Inspectors of Explosives, Department of Explosives. Class II.

118. Research Officer, Ministry of Finance. Class II.

119. Cameraman, Department of Films and Publications. Class II.

120. Lecturers, Central Government Intermediate College for Girls, Islamabad. Class II.

121. Principal, Central Government Intermediate College for Girls, Islamabad. Class I.

122. Receptionist, Department of Investment Promotion and Supplies. Class II.

123. Assistant Business Manager, Radio Pakistan. Class II.

124. Economic Investigator, Price Stabilisation Wing, Industries Division. Class II.

125. Instructor, Civil Defence Academy, Lahore. Class II.

126. Assistant Chemist, Geological Survey of Pakistan. Class II.

127. Research Officer, Department of Marketing Intelligence and Agricultural Statistics. Class II.

128. Research Officer, Ministry of Commerce. Class II.

129. Economic Investigators, Ministry of Commerce. Class II.

130. Maintenance Engineer, Stationery and Printing Department. Class I.

131. R

132. Assistant Editor (Pakistan Magazine), Department of Films and Publications. Class II.

133. Officer in Charge (Photo Section), Department of Films and Publications. Class II.

134. Assistant Information Officer, Ministry of Information and Broadcasting. Class II.

135. Assistant Director (Assistant Geologist), Geological Survey of Pakistan. Class II.

136. Assistant Director of Inspection, Department of Investment Promotion and Supplies. Class I.

137. Fruits Grading Officer, Department of Marketing Intelligence and Agricultural Statistics. Class II.

138. Research Officer, Economic Affairs Division. Class II.

139. Research Officer, Bureau of National Research and Reference. Class I.

140. Senior Engineer, Department of Locust Warning and Plant Quarantine. Class I.

141. Examiner of Stores (Textile), Department of Investment Promotion and Supplies. Class II.

142. Senior Accountant, Directorate of Nutrition Survey and Research. Class II.

143. Engineering Adviser, Health Division. Class I.

144. Assistant Editor, Export Promotion Bureau. Class II.

145. Statistical Officer, Census Organisation. Class II.

146. Assistant Soil Survey Research Officer, Soil Survey Project of Pakistan. Class II.

147. Statistical Investigators, Central Statistical Office. Class II.

148. Research Officers, Economic Affairs Division. Class II.

149. Field Coordinators, Central Statistical Office. Class II.

150. Social Welfare Adviser, Labour and Social Welfare Division. Class II.

151. Research Investigators, Department of Marketing Intelligence and Agricultural Statistics. Class II.

152. Sound Supervisor, Department of Films and Publications. Class II.

153. Editor, Mah-e-Nau (Urdu), Department of Films and Publications. Class II.

154. Wool Testing Assistant, Department of Marketing Intelligence and Agricultural Statistics. Class II.

155. Official Reporter (Urdu), National Assembly Secretariat. Class II.

156. Wool Grading Inspector, Department of Marketing Intelligence and Agricultural Statistics. Class II.

157. Statistical Assistant, Communications Division. Class II.

158. Survey Officer, Agricultural Census Organisation, Dacca. Class I.

## APPENDIX 'F'

(Para. 77)

*List of cases where recruitment was cancelled during* 1967

1. Administrative Officer, Meteorological Department. Class II.
2. Assistant Press Attache, Calcutta, Ministry of Information and Broadcasting. Class II.
3. Radio Engineers, Radio Pakistan. Class II.
4. Research Officer, Economic Affairs Division. Class II.
5. Regional Engineer, Television Directorate, Ministry of Information and Broadcasting. Class I.
6. Deputy Chief Engineer, Television Directorate, Ministry of Information and Broadcasting. Class I.
7. Assistant Planning and Maintenance Engineer, Television Directorate, Ministry of Information and Broadcasting. Class I.
8. Examiner of Trade Marks, Trade Marks Registry. Class II.
9. Census Officer, Census Organisation, Home Affairs Division. Class I.
10. Press Security Officer, Department of Cypher, Ministry of Defence. Class II.
11. Deputy Director, Jammu and Kashmir Refugee Organisation. Class I.
12. Assistant Information Officer, Press Information Department. Class II.
13. Civilian Junior Master (Botany or Zoology), Military College, Jhelum. Class II.
14. Officer on Special Duty (Film Advisory Council), Ministry of Information and Broadcasting. Class I.
15. Deputy Airport Health Officer, Karachi. Class I.
16. Officer on Special Duty, Swedish Pakistani Institute of Technology, Gujrat. Class I.
17. Research Officer, Basic Democracies Wing. Class II.

[illegible]

[illegible] Class II.

[illegible]

[illegible] Class I.

[illegible]

770

No. of posts accrued from previous years

| | |
|---|---|
| Ministry of Finance (Military) | September, October and November, 1967. |

**MINISTRY OF FOOD AND AGRICULTURE :**

| | |
|---|---|
| 1. Food Wing | May to November, 1967. |

| Name of Ministry/Division/Department | Late submission of Returns for the period | Date of Receipt | Returns still outstanding for the period |
|---|---|---|---|
| **REHABILITATION AND WORKS DIVISION :** | .. | .. | January, October and November, 1967. |
| 1. Pakistan Public Works Department .. .. | .. | .. | July to November, 1967. |
| 2. Jammu and Kashmir Refugees Organization .. | .. | .. | January, February, April to July and November, 1967. |
| 3. Settlement Organization .. .. .. | .. | .. | January, February and August to November, 1967. |
| **MINISTRY OF FOREIGN AFFAIRS :** | .. | .. | January to November, 1967. |
| Health Division .. .. .. .. | January to September, 1967 | 21-11-1967 | October and November, 1967. |
| Ministry of Information and Broadcasting (Proper) .. | .. | .. | August to November, 1967. |
| 1. Director General, Radio Pakistan .. .. | .. | .. | Febuary to November, 1967. |
| **MINISTRY OF HOME AND KASHMIR AFFAIRS :** | | | |
| Home Affairs Division | | | |
| 1. Civil Defence Organization .. .. .. | .. | .. | May to November, 1967. |
| 2. Census Organization .. .. .. | .. | .. | May and November, 1967. |
| 3. Special Police Establishment .. .. .. | .. | .. | January to November, 1967. |
| 4. Directorate of Immigration and Passports .. | .. | .. | February and May to November, 1967. |
| **KASHMIR AFFAIRS DIVISION** .. .. .. | January to October, 1967 | 22-11-1967 | .. |
| Cabinet Secretariat : | | | |
| 1. Establishment Division .. .. .. | .. | .. | April and November, 1967. |
| President's Secretariat : | | | |
| 1. Economic Affairs Division .. .. .. | .. | .. | January to November, 1967. |

# APPENDIX 'I'

(Para. 82)

*List of Irregularities committed by the Ministries/Divisions/Departments of the Government of Pakistan in submission of monthly Returns relating to Disciplinary and other cases regarding Qualification, Recruitment Rules, Method of Recruitment, Compulsory Retirement etc., to the Commission.*

| Name of Ministry/Division/Department | Late submission of Returns for the period | Date of Receipt | Returns still outstanding for the period |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
| **NISTRY OF COMMUNICATIONS :** | | | |
| 1. Railway Wing .. .. .. .. | From November, 1966 to May, 1967. | 6-6-1967 | .. |
| | From August to October, 1967. | 11-11-1967 | .. |
| 2. D. G. Pakistan Post Office .. .. .. | .. | .. | January to October, 1967. |
| 3. D. G. Telegraph and Telephones .. .. | .. | .. | August to October, 1967. |
| **NISTRY OF COMMERCE :** | | | |
| 1. Export Promotion Bureau .. .. .. | .. | .. | January to October, 1967. |
| **ISTRY OF DEFENCE :** | | | |
| 1. Directorate General of Ports and Shipping .. | .. | .. | January to October, 1967. |
| **ISTRY OF FINANCE (PROPER)** .. .. | .. | .. | January to October, 1967. |
| Finance Services Academy .. .. .. | .. | .. | March to October, 1967. |
| Central Board of Revenue .. .. .. | .. | .. | January to October, 1967. |
| **STRY OF FOOD AND AGRICULTURE :** | | | |

| Name of Ministry/Division/Department | Late submission of Returns for the period | Date of Receipt | Returns still outstanding for the period |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
| **MINISTRY OF REHABILITATION AND WORKS (PROPER):** | .. | .. | February to August and October, 1967. |
| 1. Jammu & Kashmir Refugees Organisation .. | .. | .. | March to August, 1967. |
| **MINISTRY OF FOREIGN AFFAIRS (PROPER)** .. | .. | .. | January to October, 1967. |
| **MINISTRY OF HEALTH, LABOUR AND SOCIAL WELFARE:** | | | |
| 1. *Health Division* .. .. .. .. | January to May, 1967. | 24-8-1967 | June to October, 1967. |
| 2. *Labour and Social Welfare Division:* | | | |
| (i) *National Manpower Council* .. .. | .. | .. | January to October, 1967. |
| **MINISTRY OF INFORMATION AND BROADCASTING (PROPER):** | .. | .. | January to October, 1967. |
| 1. Information and Broadcasting (Admn.) Dacca. .. | January to September, 1967. | 16-10-1967 | October, 1967. |
| 2. Central Board of Film Censors .. .. | March to May, 1967. | 9-6-1967 | July to September, 1967. |
| 3. Bureau of National Research & Reference .. | .. | .. | January to October, 1967. |
| 4. Directorate General of Radio Pakistan .. | (i) January to March, 1967. | 2-5-1967 | .. |
| | (ii) April to July, 1967. | 8-9-1967 | .. |
| | (iii) August to October, 1967. | 21-11-1967 | .. |
| **MINISTRY OF INDUSTRIES** | | | |
| 1. Department of Investment Promotion & Supplies | .. | .. | January to October, 1967. |

| | | | |
|---|---|---|---|
| ***MINISTRY OF HOME AND KASHMIR AFFAIRS :*** | | | |
| *1. Home Affairs Division :* | | | |
| *(i) Civil Defence Organisation* .. .. | .. | .. | January to October, 1967. |
| *(ii)* Directorate of Immigration and Passports .. | June to October, 1967. | 9-11-1967 | .. |
| *(iii)* Special Police Establishment .. .. | .. | .. | January to October, 1967. |
| 2. Kashmir Affairs Division .. .. .. | .. | .. | February to October, 1967. |
| **TIONAL ASSEMBLY SECRETARIAT** .. | .. | .. | January to October, 1967. |
| **ESIDENT'S SECRETARIAT :** | | | |
| 1. Economic Affairs Division .. .. .. | .. | .. | January to October, 1967. |
| *(i)* Central Statistical Office .. .. | .. | .. | January to October, 1967. |
| 2. Scientific and Technological Research Division .. | .. | .. | February to October, 1967. |

| S. No. |
| --- |
| 1 |
| (A). Centra |
| 1. C |
| 2. F |
| 3. P. |
| 4. A |
| 5. R |
| 6. M. |
| 7. T. |
| 8. C |
| 9. A |
| 10. P. |
| 11. M |
| 12. C |
| 13. Pc |
| 14. A |
| 15. E: |
| (B). Survey (C |
| (C) Centra |

| | | | | |
| --- | --- | --- | --- | --- |
| (100.0) | (100.0) | (100.0) | (22.7) | (21.1) |

(a) Including two candidates whose candidatures were cancelled after taking the examination.
(b) Including one candidate whose candidature was cancelled after taking the examination.

TABLE 4

(Para. 24)

*Central Superior Services Examination, 1966*

*Distribution of the Candidates by their Fathers' Educational Qualifications and their relative performances*

| *Fathers' Educational Qualifications* | Candidates appeared | Candidates qualified in written | Candidates qualified finally | Rate of success in relation to columns 2 & 3 | Rate of success in relation to columns 2 & 4 |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| No formal Education .. .. | 143 (8.3) | 17 (4.7) | 16 (4.7) | (11.9) | (11.2) |
| Below Matriculation .. .. | 448 (28.4) | 65 (18.0) | 60 (18.0) | (14.3) | (13.2) |
| Matriculation .. .. .. | 421 (27.0) | 86 (24.0) | 75 (22.5) | (20.6) | (18.0) |
| ntermediate .. .. .. | 100 (6.4) | 27 (7.5) | 25 (7.5) | (27.0) | (25.0) |
| achelor's Degree .. .. .. | 213 (13.5) | 74 (20.7) | 70 (21.0) | (35.0) | (33.0) |
| igher .. .. .. .. | 237 (15.0) | 85 (23.8) | 83 (24.9) | (36.0) | (35.0) |
| ucation Not Reported .. .. | 2 (0.2) | .. | .. | .. | .. |
| ormation Not Available .. .. | 19 (1.2) | 5 (1.3) | 5 (1.4) | (28.0) | (28.0) |
| Total .. | *1583(a) (100.0)* | *359(a) (100.0)* | 334(b) (100.0) | (22.7) | (21.1) |

(a) Including two candidates whose candidatures were cancelled after taking the examination.

(b) Including one candidate whose candidature was cancelled after taking the examination.

TABLE 5

(Para. 24)

*Central Superior Services Examination, 1966*
*Distribution of the Candidates by their Fathers' Occupation and their relative performances*

| Fathers' Occupation | Candidates appeared | Candidates qualified in written | Candidates qualified finally | Rate of success in relation to columns 2 & 3 | Rate of success in relation to columns 2 & 4 |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| (a) Service .. .. .. .. | 671 (42.4) | 186 (52.0) | 176 (52.8) | (27.7) | (26.2) |
| Agriculture .. .. .. | 362 (22.9) | 56 (15.6) | 53 (15.9) | (15.5) | (14.6) |
| Business .. .. .. .. | 237 (15.0) | 34 (9.5) | 29 (8.7) | (14.4) | (12.2) |
| Teaching .. .. .. .. | 142 (8.9) | 40 (11.0) | 36 (10.8) | (28.2) | (25.4) |
| Legal Profession .. .. .. | 78 (4.9) | 26 (7.2) | 25 (7.4) | (33.3) | (32.0) |
| Medical Profession .. .. .. | 44 (2.8) | 11 (3.0) | 9 (2.7) | (25.0) | (20.5) |
| Engineering .. .. .. | 12 (0.8) | .. | .. | .. | .. |
| Occupation Not Reported .. .. | 18 (1.1) | 1 (0.3) | 1 (0.3) | (5.6) | (5.6) |
| Information Not Available .. .. | 19 (1.2) | 5 (1.4) | 5 (1.4) | (28.0) | (28.0) |
| Total .. | 1583(b) (100.0) | 359(b) (100.0) | 334(c) (100.0) | (22.7) | (21.1) |

(a) Both Government and Private.
(b) Including two candidates whose candidatures were cancelled after taking the examination.
(c) Including one candidate whose candidature was cancelled after taking the examination.

TABLE 6
(Para. 24)
*Central Superior Services Examination, 1966*
*Distribution of the Candidates by their Fathers' Income and their relative performances*

| *Fathers' Annual income (Rupees)* | Candidates Appeared | Candidates qualified in written | Candidates qualified finally | Rate of success in relation to columns 2 & 3 | Rate of success in relation to columns 2 & 4 |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1,000 and below .. .. .. | 72 (4.6) | 7 (1.9) | 7 (2.0) | (9.7) | (9.7) |
| 1,000— 2,000 .. .. .. | 114 (7.2) | 24 (6.7) | 22 (6.6) | (21.0) | (19.3) |
| 2,000— 4,000 .. .. .. | 322 (20.3) | 71 (19.8) | 60 (18.0) | (20.0) | (18.6) |
| 4,000— 8,000 .. .. .. | 507 (32.1) | 88 (24.6) | 82 (24.6) | (17.4) | (16.2) |
| 8,000—16,000 .. .. .. | 308 (19.5) | 79 (22.0) | 76 (22.8) | (25.6) | (24.6) |
| 16,000—32,000 .. .. .. | 120 (7.6) | 38 (10.6) | 38 (11.4) | (31.7) | (31.7) |
| 32,000—64,000 .. .. .. | 40 (2.5) | 21 (5.8) | 21 (6.3) | (52.5) | (52.5) |
| 64,000 and above .. .. .. | 12 (0.7) | 4 (1.1) | 4 (1.2) | (33.3) | (33.3) |
| Income Not Reported .. .. | 8 (0.5) | 3 (0.8) | 3 (0.9) | (37.5) | (37.5) |
| nformation Not Available .. .. | 80 (5.0) | 24 (6.7) | 21 (6.2) | (30.4) | (26.6) |
| Total .. | *1583*(a) *(100.0)* | *359*(a) *(100.0)* | 334(b) (100.0) | (22.7) | (21.1) |

(a) Including two candidates whose candidatures were cancelled after taking the examination.

TABLE 7

(Para. 24)

*Central Superior Services Examinations, 1965 & 1966*

*Candidate's Performances by Domicile*

| | Year | Candi-dates | East Pak. | West Pak. | Sub-regions of West Pakistan | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Pb. | Bahaw. | Sind | Khair. | NWFP | FS&TA | Baluch. | BS&TA | J&K | Kara-chi |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| Appeared | *1965* | *1599(a)* *(100.0)* | *543* *(33.4)* | *1056* *(66.6)* | *653* *(62.1)* | *31* *(3.3)* | *147* *(14.3)* | *11* *(1.1)* | *105* *(10.2)* | 6 (0.8) | 20 (2.2) | 2 (0.4) | 23 (2.4) | 58 (3.2) |
| | *1966* | *1583(b)* *(100.0)* | *581* *(36.7)* | *1002* *(63.3)* | *605* *(60.5)* | 27 (2.6) | 144 (14.4) | 2 (0.2) | 125 (12.5) | 4 (0.4) | 16 (1.6) | — — | 29 (2.8) | 50 (5.0) |
| Qualified in written | *1965* | 379 (100.0) | *155* (40.9) | 224 (59.1) | *151* (68.0) | 3 (1.4) | 23 (10.4) | *1* (0.5) | 23 (10.4) | 2 (0.5) | 2 (0.5) | 2 (0.5) | 5 (2.3) | 12 (5.5) |
| | *1966* | *359(b)* (100.0) | 139 (38.7) | 220 (61.3) | 140 (64.0) | 5 (2.0) | 26 (12.0) | — — | 32 (14.5) | — — | 1 (0.5) | — — | 7 (3.0) | 9 (4.0) |
| Finally Qualified | *1965* | 293 (100.0) | *110* (37.5) | 183 (62.5) | 118 (64.8) | 3 (1.5) | 21 (11.5) | 1 (0.5) | 18 (9.8) | 2 (1.1) | 2 (1.1) | 2 (1.1) | 5 (2.6) | 11 (6.0) |
| | 1966 | 334(c) (100.0) | 122 (36.5) | 212 (63.5) | 135 (63.5) | 5 (2.4) | 25 (11.8) | — — | 30 (14.2) | — — | 1 (0.5) | — — | 7 (3.3) | 9 (4.3) |
| Distribution in 1st 100 positions | 1965 | 100 | 33 (33.0) | 67 (67.0) | 45 (67.0) | — — | 7 (10.5) | 1 (1.5) | 7 (10.5) | — — | 1 (1.5) | 1 (1.5) | 1 (1.5) | 4 (6.0) |
| | 1966 | 100 | 35 (35.0) | 65 (65.0) | 40 (61.5) | 1 (1.6) | 6 (9.2) | — — | 14 (21.5) | — — | — — | — — | 3 (4.6) | 1 (1.6) |

(a) Excluding 6 candidates whose particulars were not available.
(b) Including 2 candidates whose candidatures were cancelled after taking the examination.
(c) Including 1 candidate whose candidature was cancelled after taking the examination.

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| Distr<br>po |

TABLE 9

(Para. 24)

*Central Superior Services Examinations 1965 & 1966*

*Domicile-wise Distribution of the Candidates again · Merit Vacancies as originally recommende ' by the Commission on the results of the Central Superior Services Examinations.*

| Service | Year | No. of vacancies | Merit vacancies (20%) | East Pakistan | West Pakistan | Sub-regions of West Pakistan | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Pun. | Bahaw. | Sind | Khair. | NWFP | FS&TA | Balu. | BS&TA | J. & K. | Karachi |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| C.S.P. | 1965 | 30 | 6 (100.0) | 2 (33.3) | 4 (66.7) | 4 | — | — | — | — | — | — | — | — | — |
| | 1966 | 20 | 4 (100.0) | 3 (75.0) | 1 (25.0) | 1 | — | — | — | — | — | — | — | — | — |
| P.F.S. | 1965 | 20 | 4 (100.0) | 1 (25.0) | 3 (75.0) | 2 | — | — | — | — | — | — | — | — | 1 |
| | 1966 | 15 | 3 (100.0) | 1 (33.3) | 2 (66.7) | 2 | — | — | — | — | — | — | — | — | — |
| P.S.P. | 1965 | 8 | 2 (100.0) | — | 2 (100.0) | 2 | — | — | — | — | — | — | — | — | — |
| | 1966 | 12 (a) | 2 (100.0) | — | 2 (100.0) | 2 | — | — | — | — | — | — | — | — | — |
| P.A. & A.S. | 1965 | 15 | 3 (100.0) | — | 3 (100.0) | 1 | — | 1 | — | 1 | — | — | — | — | — |
| | 1966 | 8 | 2 (100.0) | — | 2 (100.0) | 2 | — | — | — | — | — | — | — | — | — |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P.R.A.S. | 1965 | 6 (l) | 1 (100.0) | — | 1 (100.0) | 1 | — | — | — | — | — | — | — | — | — |
| | 1966 | 5 | 1 | — | 1 (100.0) | — | — | — | — | — | — | — | — | — | 1 |
| P.M.A.S. | 1965 | 4 | 1 (100.0) | — | 1 (100.0) | 1 | — | — | — | — | — | — | — | — | — |
| | 1966 | 2 | — | — | — | — | — | — | — | — | — | — | — | — | — |
| P.T.S. | 1965 | 26 (k) | 5 (100.0) | — | 5 (100.0) | 3 | — | — | — | 1 | — | 1 | — | — | — |
| | 1966 | 21 (c) | 4 (100.0) | — | 4 (100.0) | 3 | — | 1 | — | — | — | — | — | — | — |
| P.C.E.S. | 1965 | 3 | — | — | — | — | — | — | — | — | — | — | — | — | — |
| | 1966 | 4 | 1 (100.0) | — | 1 (100.0) | 1 | — | — | — | — | — | — | — | — | — |
| A.C.I.E. | 1965 | 3 | 1 (100.0) | — | 1 (100.0) | 1 | — | — | — | — | — | — | — | — | — |
| | 1966 | 5 | 1 (100.0) | — | 1 (100.0) | — | — | — | — | 1 | — | — | — | — | — |
| P.P.S. | 1965 | 4 (d) | 2 (100.0) | — | 2 (100.0) | 1 | — | — | — | — | — | — | — | — | 1 |
| | 1966 | 6 | 1 (100.0) | — | 1 (100.0) | 1 | — | — | — | — | — | — | — | — | — |
| P.M.L.&C.S | 1965 | 4 (e) | 1 (100.0) | — | 1 (100.0) | — | — | 1 | — | — | — | — | — | — | — |
| | 1966 | 5 | 1 (100.0) | — | 1 (100.0) | — | — | — | — | — | — | — | 1 | — | — |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| S.O./C.S.S. | 1965 | 26 (f) | 4 (100.0) | — | 4 (100.0) | 2 | — | 2 | — | — | — | — | — | — | — |
| | 1966 | 21 (g) | 6 (100.0) | — | 6 (100.0) | 6 | — | — | — | — | — | — | — | — | — |
| A.I.T.O. | 1965 | 20 | 5 (100.0) | 1 (20.0) | 4 (80.0) | 3 | — | 1 | — | — | — | — | — | — | — |
| | 1966 | 17 (h) | 4 (100.0) | — | 4 (100.0) | 2 | — | 1 | — | 1 | — | — | — | — | — |
| P.P.S.S. II. | 1965 | 7 | — | — | — | — | — | — | — | — | — | — | — | — | — |
| | 1966 | 3 (i) | — | — | — | — | — | — | — | — | — | — | — | — | — |
| E.O. I. & E. II. | 1965 | — | — | — | — | — | — | — | — | — | — | — | — | — | — |
| | 1966 | 2 (j) | — | — | — | — | — | — | — | — | — | — | — | — | — |
| Total | 1965 | 176 | 35 (100.0) | 4 (11.4) | 31 (88.6) | 21 | — | 5 | — | 2 | — | 1 | — | — | 2 |
| | 1966 | 146 | 30 (100.0) | 4 (13.3) | 26 (86.7) | 20 | — | 2 | — | 2 | — | — | — | 1 | 1 |

(a) Including 1 vacancy for East Pakistan Quota carried over from the preceding year.
(b) Including 1 vacancy for Punjab Quota carried over from the preceding year.
(c) Including 1 vacancy for East Pakistan Quota carried over from the preceding year.
(d) Including 1 vacancy for Merit carried over from the preceding year.
(e) Including 1 vacancy for East Pakistan Q .iota carried over from the preceding year.
(f) Including 1 vacancy for Sind/N.W.F.P. etc. quota carried over from the proceding year.
(g) Including 5 vacancies; 2 Merit, 1 East Pakistan, 1 Punjab & 1 Sind/NWFP Quota carried over from the preceding year.
(h) Including 12 vacancies; 3 Merit & 9 East Pakistan Quota carried over from the preceding year.
(i) Including 3 vacancies; 1 East Pakistan, 1 Punjab & 1 Karachi Quota carried over from the preceding year.
(j) Including 2 vacancies; 1 East Pakistan, & 1 Punjab Quota carried over from the preceding year.
(k) Including 1 vacancy for 1 East Pakistan Quota carried over from the preceding year.
(l) Including 1 vancy for Punjab Quota carried over from the preceding year.

TABLE 10

(Para. 33)

*Examination held for Recruitment to the Ministerial Services during the year, 1967.*

| Examination | Vacancies | Exam. held | Applicants | | | Admitted | | | Appeared | | | Successful | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Male. | Female. | Total | Male. | Female. | Total | Male. | Female. | Total | Male. | Female. | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| M. S. (Stenographers/Steno-typists) Examination, 1967. | Not known. | 1 | 1548 | — | 1548 | 1524 | — | 1524 | 1308 | — | 1308 | Result not yet announced. | | |
| M. S. (Asstts/U.D.Cs.) Pre-entry Exam:, 1967. | 552 | 1 | 1256 | | 1256 | 1185 | — | 1185 | 881 | — | 881 | | ,, | ,, |
| M. S. (L.D.Cs.) Examination, 1965 (Supplementary) | — | — | 41 | — | 41 | 41 | — | 41 | 35 | — | 35 | 28 | — | 28 |
| Total .. | 552 | 2 | 2845 | — | 2845 | 2750 | — | 2750 | 2224 | — | 2224 | 28 | — | 28 |

PThe result of M.S. (L. D.Cs.) Examination, 1965—Supplementary held in November, 1966 was not announced in 1966, but has been announced this year.

TABLE 11

(Para. 63)

*Central Superior Services Probationers (Final Passing out) Examination and Re-Examination held during* 1967.

| S.No. | Name of Services & Exam. | Centre of Exam. | Number of Probationers Appeared | | | | | | Total | Successful | | | | | | Total | Remarks |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1st time | 2nd time | 3rd time | 4th time | 5th time | 6th time | | 1st time | 2nd time | 3rd ime | 4th time | 5th time | 6th time | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 1. | PSP Probs. (F.P.O.) Examination and Re-Exam. | | | | | | | | 8 | | | | | | | 6 | |
| | (i) 1965 Main Batch | Dacca | 3 | — | — | — | — | — | | 3 | — | — | — | — | — | | |
| | (ii) 1964 Batch | Karachi | — | — | — | — | — | — | | — | 2 | — | — | — | — | | |
| | (iii) 1963 Batch | and | — | — | — | — | — | — | | — | — | — | — | — | — | | |
| | (iv) 1961 Batch | Lahore | — | — | — | 1 | — | — | | — | — | — | 1 | — | — | | |
| 2. | CSP/PFS Probs. Re-Examination of | | | | | | | | 34 | | | | | | | 30 | |
| | (i) 1962 Batch | Karachi | — | — | 1 | — | — | — | | — | — | 1 | — | — | — | | |
| | (ii) 1963 Batch | Lahore | — | 4 | 4 | — | — | — | | — | — | 4 | 4 | — | — | | |
| | (iii) 1964 Batch | and Dacca | — | 25 | — | — | — | — | | 21 | — | — | — | — | — | | |
| 3. | CSP Probs. (F.P.O.) Examination and Re-Exam. | | | | | | | | 41 | | | | | | | 30 | |
| | (i) 1966 Main Batch | Lahore | 30 | — | — | — | — | — | | 21 | — | — | — | — | — | | |
| | (ii) 1965 Batch | and | — | 9 | — | — | — | — | | — | 7 | — | — | — | — | | |
| | (iii) 1964 Batch | Dacca | — | — | 2 | — | — | — | | — | — | 2 | — | — | — | | |
| 4. | P.F.S. Probs. (F.P.O.) Exmination and Re-Exam., of | | | | | | | | 23 | | | | | | | 22 | |
| | (i) 1966 Main Batch | Lahore | 20 | — | — | — | — | — | | 19 | — | — | — | — | — | | |
| | (ii) 1965 Batch | Cairo | — | 1 | — | — | — | — | | — | 1 | — | — | — | — | | |
| | (iii) 1964 Batch | and New Delhi | — | — | 2 | — | — | — | | — | — | 2 | — | — | — | | |
| 5. | PSP Brobs. (F.P.O.) Examination & Re-Examination of | Dacca | | | | | | | 8 | | | | | | | — | Result yet to be announced. |
| | (i) 1966 Main Batch | Karachi | 6 | — | — | — | — | — | | — | — | — | — | — | — | | |
| | (ii) 1963 Batch | and Lahore | — | — | — | 2 | — | — | | — | — | — | — | — | — | | |

## Table 12

(Para. 63)

*Central Superior Services Probationers (F.P.O.) Examination & Re-Examination held during* 1966 *but Their Results were Announced during* 1967.

| S. No. | Name of Services & Exam. | Centre of Exam. | No. of Probs. Appeared. | | | | | | Total | No. of Probs. Qualified at the Exam. Re-exam. | | | | | | Total | Remarks |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1st time | 2nd time | 3rd time | 4th time | 5th time | 6th time | | 1st time | 2nd time | 3rd time | 4th time | 5th time | 6th time | | |
| 1. | C.S.P. Probs. (F.P.O.) Examation of 1965 Main Batch. | Lahore | 30 | — | — | — | — | — | 30 | 21 | — | — | — | — | — | 21 | |
| 2. | C.S.P. Probs. (F.P.O.) Re-Examination 1963 batch. | ,, | — | 1 | — | — | — | — | 1 | — | 1 | — | — | — | — | 1 | |
| 3. | P.F.S. Probs. (F.P.O.) Exam. of 1965 Main batch. | ,, | 10 | — | — | — | — | — | 10 | 9 | — | — | — | — | — | 9 | |

TABLE 13

(Para. 63)

*Superior Services Probationers (Final Passing out) Examination & Re-Examination held during the year 1967.*

| Name of Services | Place | Appeared | | | | | | | | Successful | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 1st time | 2nd time | 3rd time | 4th time | 5th time | 6th time | 7th time | Total | 1st time | 2nd time | 3rd time | 4th time | 5th time | 6th time | 7th time | Total |
| 1. Finance Services Probationers (F. P. O.) Examination and Re-examination, 1966. | Karachi<br>Lahore<br>Dacca | 45 | 19 | 16 | 2 | | | 1 | 83 | 8 | 7 | 6 | 2 | | | | 23 |
| 2. Finance Services Probationers (F. P. O.) Examination and Re-examination, 1967. | Karachi<br>Lahore<br>Dacca | 48 | 32 | 12 | 10 | | | | 102 | Results Awaited. | | | | | | | |
| 3. Section Officers Probationers (V) Batch Terminal Examination, 1967. | Karachi<br>Rawalpindi | 1<br>13 | | | | | | | 1<br>13 | 1<br>12 | | | | | | | 1<br>12 |
| 4. Section Officers Probationers (V) Batch Terminal Re-examination, 1967. | Rawalpindi | 1 | | | | | | | 1 | 1 | | | | | | | 1 |

TABLE 17

(Para. 81)

*Number and Nature of Cases Referred to Commission for their Advice during Calendar year* 1967.

| Nature of cases | Cases received during the year | Last year's pending cases | Total Columns 2 and 3 | Cases on which advice tendered | | | Cases in which decision taken by the Government and wherein advice | | | | Cases in which decision of Govt. not yet conveyed | Cases in which advice is yet to be given | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Current year | Last year's pending | Total Columns 5 and 6 | Accepted | Accepted with modification | Referred back | Rejected | | Current year's | Last year's pending | Total (Columns 13 and 14) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| Appointments without Advertisement including Irregular Appointments. | 22 | 3 | 25 | 19 | 3 | 22 | 11 | — | — | — | 11 | 3 | — | 3 |
| Promotions including Irregular Promotions. | 50 | 3 | 53 | 38 | 2 | 40 | 15 | — | — | — | 25 | 12 | 1 | 13 |
| Recruitment Rules or Method of Recruitment. | 82 | 23 | 105 | 55 | 23 | 78 | 16 | 7 | 20 | — | 35 | 27 | — | 27 |
| Reduction in Ordinary Pension. | 2 | — | 2 | 2 | — | 2 | — | — | — | — | 2 | — | — | — |
| Disciplinary. | 10 | — | 10 | 9 | — | 9 | 4 | — | — | — | 5 | 1 | — | 1 |
| Appeals, Memorials and Representations. | 36 | — | 36 | 36 | — | 36 | 36 | — | — | — | — | — | — | — |
| Seniority. | 25 | 10 | 35 | 16 | 10 | 26 | 6 | — | — | — | 20 | 9 | — | 9 |
| Retirement under Article 185 of the Constitution. | 5 | — | 5 | 5 | — | 5 | 5 | — | — | — | — | — | — | — |
| Change in the Status of an Office/Department. | 1 | — | 1 | 1 | — | 1 | — | — | — | — | 1 | — | — | — |
| Excluded Cadre Posts. | 1 | — | 1 | 1 | — | 1 | 1 | — | — | — | — | — | — | — |
| Exclusion of Posts from the Purview of the Commission. | 1 | — | 1 | 1 | — | 1 | 1 | — | — | — | — | — | — | — |
| Total : | 235 | 39 | 274 | 183 | 38 | 221 | 95 | 7 | 20 | — | 99 | 52 | 1 | 53 |

D. I. KHAN

Unit News Agency, 7, Cantt. Commercial Building.

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Nasim Book Depot, Foujdari Road.
Mr. Wazir Bux, Librarian, District Law Library, Session Court.

JAUHARABAD

Local Council Publishing Centre, 100-A.

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Firdous Stationers, 85, Liaquat Market, Bunder Road.
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Grenich Agencies, Elphinstone Street.
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Maktaba-e-Ishaquia, Juna Market.
Mansoor Stationery Mart, Hasanali Effendi Road.
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LAHORE—*contd.*

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